

The following alternative dispute resolution training courses have been evaluated by the ADRIO Regional Course Accreditation Committee. These courses can be counted towards ADRIO full membership requirements as well as ADRIO/ADRIC designations. For details on upcoming intake dates, registration, and fees, refer to the contact information in the “more information” column.

Approved Specialized (i.e., “Advanced”) Courses, Page 1 of 3			
Course	Description	Provider	More Information
Advanced Alternative Dispute Resolution Workshops (offered in person and online)	N/A – see contact information in the “more information” column.	Stitt Feld Handy Group	Website: <a href="http://www.adr.ca">www.adr.ca</a>  Phone: 1-800-318-9741
Advanced Family Mediation Class	Participants will be introduced to advanced issues encountered throughout a family mediation. By defining the roles and stages of the mediation process, participants will begin to apply mediation theory and skills to the mediation process through role-playing, discussions, and reflective journaling. Participants will be exposed to the ethical principles and codes of conduct and ethics relating the field of mediation. Finally, participants will learn the components to drafting a Memorandum of Understanding and a Separation Agreement. Advanced Family Mediation goes into detail about how problem-solving strategies can be supported to facilitate communication and to make decisions relevant to resolving a family dispute. This course includes 10.5 hours of live/synchronous sessions with the Instructor.	Kompass Training (Herzing College)	Website: <a href="http://www.kompasstraining.ca">www.kompasstraining.ca</a>  Email: <a href="mailto:info@kompasstraining.ca">info@kompasstraining.ca</a>
Conflict Management Coaching Workshop	Conflict management coaching, also known as conflict coaching is a specialized one-on-one niche in the fields of conflict management and professional coaching. Coaches and mediators who practice this specialty support clients individually to effectively prevent unnecessary interpersonal conflict, to manage and engage in specific disputes and to strengthen their conflict management skills. This process is also used to prepare parties to participate in mediation or other DR processes. Refer to the website in “more information” for further details.	CINERGY® Coaching	Website: <a href="https://cinergycoaching.com/training/coaching-practitioner/">https://cinergycoaching.com/training/coaching-practitioner/</a>  Email: <a href="mailto:cinnie@cinergycoaching.com">cinnie@cinergycoaching.com</a>  Phone: 416-686-4247
Cultural Fluency and Developing an inclusive ADR/Mediation Practice	Successful mediators are able to connect with a diverse client base, and ensure an inclusive process by developing insight as to when and how their own biases affect their neutrality; attuning to their clients strengths, needs, and vulnerabilities; utilising active listening skills to improve rapport and clients’ sense of belonging. This course will employ reflection assignments and case studies from both popular culture and the instructors’ anecdotal professional experiences. The course will examine skills conducive to facilitating mediation processes that incorporate justice, equity, diversity and inclusion principles.	Kompass Training (Herzing College)	Website: <a href="http://www.kompasstraining.ca">www.kompasstraining.ca</a>  Email: <a href="mailto:info@kompasstraining.ca">info@kompasstraining.ca</a>

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Course	Description	Provider	More Information
Employment and Mediation	Mediation in employment involves conflicts relating to the negotiation of collective bargaining agreements, the conditions of employment and the grievance process that arise out of those agreements on an ongoing basis and require alternative self-determined, informal, dispute resolution processes in addition to the possibilities of arbitration or litigation. It may also involve the mediation of interpersonal disputes in the workplace. The student in this course will be expected to understand the legal framework of employment and will demonstrate an ability to create win-win solutions to typical conflicts in this area.	Ontario Tech University	Website: <a href="https://socialscienceandhumanities.ontariotechu.ca/legalstudies/index.php">https://socialscienceandhumanities.ontariotechu.ca/legalstudies/index.php</a>  Phone: admissions@ontariotechu.ca
Media Studies and Conflict Resolution	Media Studies and Conflict Resolution" will be presented over a 21-hour period where three or four media pieces (such as current news, movies, YouTube, Twitter, or other social media selections) will be chosen in advance by the participants. This allows for participant driven content; a change from instructor driven content! After viewing the media selections in class, participants will then analyze the conflict resolution theory and review its impact on their media selections. This will be formalized in a presentation by the participants. The first two days will culminate in the creation of a role play that the participants will address on the third day. The role play content will be driven by participants social media selections. Due to the unique content of the course, full enrollment is required one month ahead of time to satisfy the legal component of content delivery.	Lightstone Academy for Conflict Resolution	Website: <a href="http://www.Lightstoneacademy.ca">www.Lightstoneacademy.ca</a>  Email: <a href="mailto:helen@lightstoneacademy.ca">helen@lightstoneacademy.ca</a>
Mediation in Racialized and Cultural Contexts	All Cultures Conflict Resolution Services offers a uniquely designed online 40 -Hour Advanced Course "Mediation in Cultural Contexts". This program is essential for mediation practice, people management, and leadership in multi -cultural contexts. This course will equip participants with practical skills for managing risk in inter-cultural exchanges. Upon completion, participants will gain specialist skills in inter-cultural mediation, using meaning-making in communication to foster inclusivity in the design and delivery of services.	All Cultures Conflict Resolution	Website: <a href="http://www.allculturesconflictresolution.ca">www.allculturesconflictresolution.ca</a>  Email: <a href="mailto:allculturesconflictresolution@gmail.com">allculturesconflictresolution@gmail.com</a>  Phone: 416-826-3623

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<b>Course</b>	<b>Description</b>	<b>Provider</b>	<b>More Information</b>
The Quintessentials – Advanced ADR Training	The Quintessentials - Advanced is targeted to HR professionals, public and private sector employees, legal professionals, and anyone interested in resolving disputes. Students will learn the consequences of each type of dispute resolution process which could potentially save time, money and increase morale and productivity. Anyone interested in enhancing their current personal and professional relationships will benefit from this advanced dispute resolution course. Now offering a synchronous/asynchronous format! You may work at your own pace and meet with the Academy (via Zoom) for group work and role-plays.	Lightstone Academy for Conflict Resolution	Website: <a href="http://www.Lightstoneacademy.ca">www.Lightstoneacademy.ca</a>  Email: <a href="mailto:helen@lightstoneacademy.ca">helen@lightstoneacademy.ca</a>
Advanced Workplace Restoration and Workplace Health and Fairness Assessments	This advanced two-part seminar covers workplace assessments and restoration. We take a look at workplaces from a broad and proactive perspective. We provide you with two important workplace assessment models: fairness assessments and health assessments. We use an experiential training approach that relies on your experiences to provide working examples for application in the course. We work in small groups throughout the course to provide you with an opportunity to apply the skills and tools you are learning in the course.	Workplace Fairness International	Website: <a href="http://www.workplacefairness.ca">www.workplacefairness.ca</a>  Email: <a href="mailto:bellefontaine@workplacefairness.ca">bellefontaine@workplacefairness.ca</a>  This course is typically offered in collaboration with ADRIO twice per year, affording ADRIO members an exclusive discount on enrollment. For more information on this collaborative offering, please email: <a href="mailto:events@adr-ontario.ca">events@adr-ontario.ca</a>
Complex Interpersonal Dynamics in Dispute Resolution  <i>This course cannot be taken as a standalone course. It is part of the Certificate in Dispute Resolution Program</i>	Students will develop skills to address challenging dynamics of deeply personal issues, systemic bias, power imbalance, trauma, and cultural difference. Complex party dynamics in inter-generational, estate and healthcare conflict settings will be considered, along with the role of Indigenous approaches, online tools, and mastery of self-awareness to effectively navigate challenging conflict with high emotion and in rapidly growing areas. Students will learn institutionally disruptive approaches to power and privilege in dispute resolution grounded in truth, capacity building for decolonization, and Indigenization that help professionals understand their roles in equity, inclusion, and reconciliation.	York University	Website: <a href="https://continue.yorku.ca/programs/certificate-in-dispute-resolution/">https://continue.yorku.ca/programs/certificate-in-dispute-resolution/</a>  Email: <a href="mailto:continue@yorku.ca">continue@yorku.ca</a>  Phone: 416-736-5616
Advanced Disputant Practicum	This is a 21-hour advanced course that deepens conflict resolution learning through the lived experience of participating as a disputant. Building on introductory ADR training, participants engage in negotiation and mediation role plays, reflect on conflict dynamics, communication, interests, process and outcomes, and develop practical insight from inside the dispute. The course may be completed flexibly while strengthening skills essential to meaningful participation in effective conflict resolution processes.	Lightstone Academy for Conflict Resolution	Website: <a href="http://www.Lightstoneacademy.ca">www.Lightstoneacademy.ca</a>  Email: <a href="mailto:helen@lightstoneacademy.ca">helen@lightstoneacademy.ca</a>

**For more approved courses, including foundational (i.e., “basic”), arbitration, and med-arb courses, visit:**  
[www.adr-ontario.ca/approved-courses/](http://www.adr-ontario.ca/approved-courses/)

**For a list of upcoming professional development training, community of practice sessions, and networking opportunities, visit:**  
[www.adr-ontario.ca/event-calendar](http://www.adr-ontario.ca/event-calendar)