



## The benefits of becoming a mediation mentor



participants to develop transferable skills that will add to their respective experiences and expertise.

### Increase your referral pool

Your mentee may well be a direct source of referral. Here are some possible scenarios:

- Perhaps your mentee is trying to build their own practice, but is aware that they are not ready to conduct a complex mediation on their own. They therefore invite you to co-mediate because they already know you can work together;
- Because they have their name out there as a mediator, your mentee's network generates queries about mediation in an area they have no expertise or interest in practicing, and you are their first choice for a referral;
- They may have a conflict of interest in a case that comes their way;
- Perhaps they continue their day-to-day job as they build their mediation practice and have their own clients (or colleague's clients) to refer to mediation.

There are multiple ways in which the development of a good mentor partnership can result in referrals from your mentee.

### Reinforce subject know-how

A significant number of potential mentees will come from a different professional background than yours, and while you are the communication and process expert, mentees can offer valuable topical expertise to you and your client.

### Share workload

Mentees can be a valuable asset to support your mediation administration overall. They are eager to learn how to run a mediation business and can add valuable support to you during the planning and debriefing stages of your mediation sessions.

### Fine-tune leadership skills

Mediators are communication wizards and process experts. Working with a mediation mentee can help to fine-tune your leadership skills. Make use of the constructive feedback mechanisms between you and your mentee and allow yourself to be challenged.

### Promote self-reflection

As a mentor you are imparting knowledge and your own experiences. Yet, mentoring is a two-way street. Your mentoring might introduce you to new approaches which allow you to challenge yourself. The benefit of such reflection is immediate, and improves your skills.

### Boost your energy

Making time for others who want to learn from you removes any doubt of your worth. Transferring what you have established and sharing your victories and lessons learned can be exhilarating. The enthusiasm that derives from mentoring can be infectious and offers a great source of fresh energy.

## Refresh your knowledge and skills

The more recent generations of mediators are technology-savvy and often fresh from training. If you need support around technology, not only can they help bring you up to date with innovative online tools, managing your online operations (such as conducting online mediations) you can re-fresh your own learning by observing their user of the latest mediation techniques and 'tricks'.

### Ready to become a mentor?

IMI's Young Mediators' Initiative is on the look-out for mediation mentors! We encourage you to email the YMI team and learn more.

Email YMI 

## Resources

- Angela Herberholz & Emma Ewart Keir: Ensure the Future Through Mentoring and Practice Programs for New Mediators – [www.mediate.com/mediation2020/article.cfm?zfn=herberholz-key3-mentoring.cfm](http://www.mediate.com/mediation2020/article.cfm?zfn=herberholz-key3-mentoring.cfm)
- Sharon Sutherland: 5 Ways Co-Mediating Benefits Your Own Mediation Business <https://truenorthdm.wordpress.com/2015/06/11/posts-on-mentoring-and-co-mediation/>
- Dominique Panko: So, You Need a Mentor? – <http://mediationblog.kluwerarbitration.com/2019/07/16/so-you-need-a-mentor/>
- See also Tips for YMI Mentors: <https://imimediation.org/yimi/become-yimi-mentor/tips-for-mentors/>

### Share this:



### Related



7 Keys: Education—Ensure the future through mentoring and practice programs for new mediators  
1st July 2020



New features for mediators—mediation logbook, feedback hub, and mentorship program!  
7th January 2021



The Light Bulb Moment—Interview with Gerry O'Sullivan  
19th August 2019

Tags: [benefits](#), [community](#), [Education](#), [mentor](#)

### Posted by Angela Herberholz



Angela is an enthusiastic event and exhibition professional passionate about sustainable conflict management. She is an accredited and experienced commercial and workplace mediator and IMI Board member.

[View all posts by Angela Herberholz](#)

## 1 comment

**Daniel**

23rd October 2020 [Reply](#)

True, everything has a starting point and mediation is not exceptional. Mentorship gives new graduates confidence and confirmation that what you have trained in is practical and real. Would desire that to be part of mentorship program.

## Leave a Reply

Notify me of follow-up comments by email.

Notify me of new posts by email.

SUBMIT COMMENT

## Quick links



**IMI STORE**



**CONTACT**



**BECOME MENTOR**



**SINGAPORE CONVENTION**

## My Account

 Connect with Facebook

 Sign in with Twitter

 Sign in with LinkedIn

***Username or E-mail***

**Password**

*Keep me signed in*

Login

Register

Forgot your password?



Donation



Upgrade IMI Qualified Profile

€50.00 / year



IMI Mediation Logbook and Feedback Hub



Suggested Donation: €50.00 / year with a 14-day free trial

## Subscribe to Blog via Email

Enter your email address to receive email notification of new posts.

Join 23,566 other subscribers.

Subscribe

**Ten good reasons to become IMI Certified**

Read now 


## Recent Posts

Mediation Competition: First ILNU International Mediation Competition

New features for mediators—mediation logbook, feedback hub, and mentorship program!

International Recognition for UK Mediation Training Course



 Join YMI on Facebook

## International Mediation Institute

Fluwelen Burgwal 58  
2511 CJ The Hague  
Netherlands

### Follow Us



### Your Visit Plants Trees

This site is protected by reCAPTCHA and the Google [Privacy Policy](#) and [Terms of Service](#) apply.

See also IMI's [Privacy Policy](#).

- [PRIVACY](#)
- [TERMS OF USE](#)
- [LOGBOOK](#)
- [10 YEARS OF IMI](#)



