



Editorial

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When I started practice as a mediator in Ireland in 1986, conflict intervention theory for analysis and practice was scarce. We relied on John Haynes' writing and workshops to develop critical thinking and skills in our work. Systems theory, with its link with family therapy and the systemic ideas that have developed from it, was adapted by Haynes and Fong to offer a holistic framework within which to place mediation, in particular family mediation. Systems theory, analysis, skills and practice are no less relevant today. We have therefore republished an article by **Jon Amundson and Larry Fong** on "Systemic/Strategic Aspects and Potentials in the Haynes Model of Divorce Mediation". This article builds on the article "New Paradigms in Mediation: Thinking About Our Thinking" published in the 2017(2) edition of this journal in which Fong sets out the basics of this theory's application to mediation.

Professional competence is based on the ability to develop theories of what to do in new situations and the ability to behave effectively in the practitioner-client relationship. Theory allied to practice increases professional effectiveness (Argyris and Schon, 1974). In his article, "Process Oriented Psychology: Advanced Practices for Dispute Resolution", **John Mulligan** applies process work theory to mediation practice. Process oriented psychology, also called process work, is a depth psychology theory and set of techniques developed by Arnold Mindell which sets out theory and methods applicable to any situation involving human beings. Mindell's latest book (2017) is entitled "Conflict: Phases, Forums and Solutions". John sets out some of the main concepts from this book in his article.

The practice of life coaching has grown as the realisation of how advantageous it can be for people in all walks of life to have the support of a coach to bring them to their full potential. **Pegotty Cooper** translates this methodology to personal divorce coaching for decision-making through the crisis of divorce in her article "Personal Divorce Coaching and Its Role in Decision-Making in Divorce". She facilitates knowledge and understanding of the role of personal divorce coaching with examples taken from her own, her husband's and other coaches' practice from around the world.

Negotiations are often characterised by the meeting of conflicting values among stakeholder groups. When values and identities are at stake, parties are less willing to soften their demands. Such situations tend to heighten defensiveness, distrust, and alienation. In his article "Fighting for Our Principles: Interests vs Values in Conflict Resolution", **Mark Young** reviews the iceberg model of



negotiation and adds perception and values to the model, applying and illustrating this model in practice with the successful facilitation of a highly emotive and divided dispute between an environmental organisation and a very large petroleum/bitumen mine company in Canada.

Tricia Hayes highlights the importance of values in giving direction to community mediation. In her article “Community Mediation – Choosing a Direction”, she asks if community mediators are motivated by the idea of regulating the behaviour of disputants or is their practice aimed at increasing their clients’ levels of self-awareness as a means of self-regulation. She argues that the current trajectory of the Irish mediation movement with its emphasis on specialities and associated legislative/formal processes is not in keeping with the historic ideals of community mediation and concludes that the true potency of the community mediator lies in the practical application of recognised essential core values.

This journal strives to discuss knowledge development in its broadest sense, to publish research using a variety of methodological approaches. Research has as one of its main purposes, the enrichment of theoretical knowledge, either by building upon current knowledge of an existing topic or by extending understanding into an unexplored area. Research on mediators’ skills and ultimately what constitutes successful mediation is piecemeal. The article by **Deirdre Curran and Alec Coakley**, “Mediator Behaviour: What Actually Happens in the Room”, presents their study which reviews 32 behaviours used by Irish public and private workplace mediators, with interesting findings.

Barbara Sunderland Manouso presents her study on how long term care facility administrators in Houston, Texas, managed conflict within their facilities and how their conflict behaviours affected their facility’s government quality consumer rating. In her article "Conflict Behaviours of Administrators in Long Term Care Facilities Influence Facility Ratings: *SOS-Semantics of Self in Conflict™*" she summarises the methodology, analysis and results of her quantitative study. Barbara then presents the model that she developed from her research. The results of her study indicate that administrators’ constructive and destructive conflict management skills can affect the overall quality ratings of their nursing facility.

I hope you enjoy the contents of this edition. This is the last journal issue that I edit, having founded JMACA and edited it (with much support) since its inception five years ago. I am very pleased to hand over the management of the journal to the incoming Editors, Treasa Kenny and Kieran Doyle and the journal team, who will bring fresh and new direction to the content.

If you or someone you know has knowledge to share please do so in the Journal of Mediation and Applied Conflict Analysis. You will find submission details in Author Information on the home page.



References

Argyris, C., & Schon, D. A. (1974). *Theory in Practice: Increasing Professional Effectiveness*. Oxford, England: Jossey-Bass

Mindell, A. (2017). *Conflict: Phases, Forums, and Solutions: For our Dreams and Body, Relationships, Organizations, Governments, and Planet*. U.S. World Tao Press ISBN 1540770443