



STRATEGIC PLAN 2023 – 2026

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Council of The Mediators' Institute of Ireland



Our Membership	
Advanced Members	58
Members	603
Community Mediation Service Provider	38
General Affiliate	2
Organisational Affiliate	11
Trainee Affiliate	17
Total Membership	729



Our Strategic Goals 2023 – 2026

1

We will enhance the availability of mediation across this Island. Through engagement and collaboration, we will increase the opportunities for professional mediation practice

2

We will work with and support our mediators in development, building capacity and maintenance of standards.

3

We will continue to engage with government and others to establish the Mediation Council on a sustainable and effective basis.

4

We will aim to ensure that the Mediators' Institute of Ireland remains in a 'fit for purpose' state to ensure the continuance of effective governance, compliance, monitoring, and proactive practice of all Company Law and Charities Regulator standards and codes.

Strategic Plan 2023 - 2026

5

We will strive to build capacity and capabilities of the Mediators' Institute of Ireland through adaptation of information and communication technology.

6

We will build our capabilities and capacity to communicate both internally and externally to advance the use of, and access to mediation.



Council 2023



Ber Barry Murray



Ciaran Dolan



Denis Blanch



Joe Coleman



Dr Treasa Kenny



Scott Alexander



Matt Breslin



Susan Vimbai
Chauke



Tony Davis



Anna Doyle



Niamh Fitzpatrick



Noreen Fitzpatrick



Mary Flanagan



Siún Kearney



Fiona McAuslan



Polly Phillimore



Andrea O'Neill



Loughlin Quinn



Edel Ryan



Orla Tompkins



Enda Young

Our Staff



Stiofán Nutty
CEO
CEO@themii.ie



Alison Martin
Office Manager
info@themii.ie



Pauline Eustace
Newsletter
communications@themii.ie



Ber Barry-Murray,
President
President@themii.ie



Denis Blanch,
Registrar
registrar@themii.ie



Ciaran Dolan,
Hon. Secretary
Secretary@themii.ie



Dr Treasa Kenny,
Director of Accreditation
accreditation@themii.ie



Joe Coleman,
Hon. Treasurer
treasurer@themii.ie

THE EXECUTIVE COMMITTEE

The role of the Executive Committee is to carry into effect decisions of Council and to undertake the day-to-day administration of the Institute.

Operational Excellence

Lead the Executive & Council through good governance, operational excellence, fiduciary responsibility to ensure the managed delivery of the annual plan in line with this strategic plan



Ber Barry-Murray,
President
President@themii.ie

Key Deliverables:

2023 Goals

Continue to support a strong governance framework.

Foster a culture of operational excellence by supporting high standards for performance.

Lead, support and enhance members of council in their work.

Develop and manage the annual plan in line with this strategic plan.

Support the development of the Mediation Council

Liaise nationally and internationally to promote MII and mediation

Secretary

To administer, secure and protect the governance of MII through effective compliance, monitoring and proactive practice to ensure compliance to all Company Law and Charities Regulator standards and codes.



Ciaran Dolan,
Hon. Secretary
Secretary@themii.ie

Key Deliverables:

2023 Goals

Conduct an MII Governance Structure, Constitution and By-Laws Review

Execute the recommendations in the Governance Report

Establish a capacity to provide MII Constitution and Byelaws expertise and ensure that this capacity is maintained on a continuous basis

Work with the Registrar in maintaining the Charities Regulator Code compliance standard & compliance with company law.

Maintain the risk register

Treasurer

To work closely with the Executive and Council to ensure prudent management of the MII finances



Joe Coleman,
Hon. Treasurer
treasurer@themii.ie

Key Deliverables:

2023 Goals

Develop a funding strategy that is appropriate to MII and leverages the institute's potential

Identify and explore publicly available funding streams that are potentially available to MII

Explore possible new revenue streams and (where appropriate) develop them

Further improve our accounting and financial planning systems to provide appropriate monthly reports to inform decision making

Establish policy and systems for budgeting

Set out best use of members funds and in planning for future use of those funds

Consider implication & opportunity of the possible establishment of the Mediation Council.

Registrar

To manage and maintain accurate records of our members and ensure compliance with our regulators.



Denis Blanch,
Registrar
registrar@themii.ie

Key Deliverables:

2023 Goals

Maintain accurate membership records that are up-to-date and complete.

To maintain and improve on current membership numbers

To increase membership within public bodies

To reduce number of non-renewing members annually.

Ensure compliance with the Charities' Regulator, in association with the Hon. Secretary.

Work with organisations to ensure registration of their mediators with MII.

APC

To set high quality training and assessment policies and standards around training and accreditation of mediators and ensure that the trainers/assessors comply with these.

To raise the standard of evidenced, quality practice of mediation in Ireland as a hallmark of compliance and regulation.



Dr Treasa Kenny,
Director of Accreditation
accreditation@themii.ie



Key Deliverables:

2023 Goals

Document and showcase the MII history and the relevance of the development of our standards today that have been built-up over 30 years.

Ground and inform MII standards in collaboration with the academic world.

Competency Frameworks for mandatory training, for assessment and for equivalence.

Audit of Certified Training Programmes.

Continue to strengthen MII Certified Training and Assessment.

Support Professional Practice Consultation as a group or individual process, including the establishment of an MII approved panel of Professional Practice Consultants to support the introduction of Professional Practice Consultation

Work with members interested in becoming mentors to other MII members.

Sub Committees: Certified Training, (Quality Assurance Framework and Audit) Certified Assessment (Panel of Assessors); Support and Learning Groups for Advanced Member Assessment; PPC; Mentoring; Ethics Training Development



Stiofán Nutty
Sector Co-Ordinator
CEO@themii.ie



Mary Flanagan,
Environment inc.
Agriculture, Agri-Food



Enda Young
Business & Commercial



Siún Kearney, Family
family@themii.ie



Tony Davis, Community, inc.
Restorative Justice
community@themii.ie



Niamh Fitzpatrick,
Organisation &
Workplace
workplace@themii.ie

OUR SECTOR LEADS

Each sector lead is supported by a committee from our members. Each sector lead, and their committee, promote and develop their sector in line with our strategic aims.

Sector Head Co-Ordinator

To establish a new overall sector framework with 5 sectors Business/Commercial, Community (inc. Restorative Practice), Family, Organisation and Workplace, and Environment (inc. Ag.)



Stiofán Nutty
Sector Co-Ordinator
CEO@themii.ie



Key Deliverables:

2023 Goals

Establish appropriate sub-sectors under each of the 5 sectors

Each sector to establish a budget

Each sector to establish a committee with non-mediator sector representatives encouraged.

Equip each of the five sectors to:

- Build knowledge, sector specific documents and resources for members.
- Use an appropriate messaging system to connect members and facilitate collaborative working with the sector and across the five sectors.
- Reach out and engage with potential users of that sector's mediation.

Business & Commercial Sector

To develop Business & Commercial mediation and understand what our membership requires



Enda Young
Business & Commercial
info@themii.ie



Key Deliverables:

2023 Goals

Convene Focus groups with MII members involved in Commercial sector to:

- Define what we mean by commercial
- Understand what the membership requires.
- Identify members willing to join commercial committee

Develop a plan based on input received.

Reach out to other commercial mediation organisations:

- ICMA
- UK Commercial mediation association
- Law society/Bar council
- International Mediation association

Use these contacts to develop CPD, networking sessions, can MII do anything for Bar/Law society members that would encourage membership

Develop a plan to promote commercial mediation outside to the court room (SLA challenges, supplier discussions, wind/energy, construction):

- Look at presence at conferences.
- Trade magazines etc.

Community Sector, incl. Restorative Justice

To identify the needs of our members and the organisations they work with practicing Community Mediation. To consult with them and identify means to promote Community Mediation



Tony Davis,
Community, inc. Restorative
Justice
community@themii.ie



Key Deliverables:

2023 Goals

Identify all the MII members who are practising Community Mediation.

(a) Privately.

(b) Through an organised Community Mediation group.

Begin the process of developing a community mediation development plan.

Develop documentation relevant to Community Mediation.

Explore the funding opportunities for community mediation.

Discuss and explore what The Mediation Act and The Mediation Council means to Community Mediation.

Develop a Network of Community Mediation nationally

Environment Sector (inc. Agriculture, Agri-Food & Climate Action)

To develop professional mediation practice and information dissemination to increase awareness and development of this sector



Mary Flanagan,
Environment inc. Agriculture,
Agri-Food
Info@themii.ie



Key Deliverables:

2023 Goals

Compile a development plan for agriculture mediation.

Compile a development plan for Climate Action mediation

Reach out to agricultural organisations:

- Irish Farmer's Association (IFA)
- Irish Creamery Milk Suppliers Association (ICMSA)
- Irish Cattle and Sheep Farmers Association (ICSA)
- Irish Natura and Hill Farmers Association (INHFA)
- Macra na Feirme
- Teagasc
- Irish Seed Trade Association (ISTA)

Reach out to Climate Action Organisations:

- Climate Action Network Ireland (CAN)
- Friends of the Earth Ireland
- An Taisce
- Sustainable Energy Authority of Ireland (SEAI)
- Irish Environment Network (IEN)

Family Sector

To promote family mediation in Ireland recognising the broadening definition of family. To support our family members in their learning ensuring the highest quality of delivery of family mediation in all its interpretations.



Siún Kearney,
Family
family@themii.ie



Key Deliverables:

2023 Goals

To explore the expanding reach of family mediation.

To explore and develop further elements of family mediation training including child inclusive mediation., drafting regulations.

To review and update existing guidance and settlement documents pertinent to family mediation.

To facilitate online training and support workshops to enhance family members knowledge and expertise.

To liaise where appropriate with other Council initiatives which can support family members.

Organisation and Workplace Sector

To support members to further develop the standards and practice of workplace mediation, and promote the benefits of workplace mediation to Employers, Employees and HR professionals



Niamh Fitzpatrick,
Organisation & Workplace
workplace@themii.ie



Key Deliverables:

2023 Goals

Produce report setting out needs of workplace mediators, set out recommendations, + ideas to promote workplace mediation

Engage and promote mediation with service users such as IBEC, ISME, HR professionals etc

Update the Members:

- Re WRC/FSPO Internal Workplace mediators – Compile a plan of how to engage with mediators within this cohort and how to meet their needs.
- Establish how the Workplace Sector can best work and perform within the Mediation Act.



Fiona McAuslan, Chair of
Ethics Committee
Ethics@themii.ie



Edel Ryan, Reflective Practice
& Learning



Loughlin Quinn,
Advanced Membership
Development



Continuous Professional
Development



Noreen Fitzpatrick,
Membership Growth &
Pathway Development

MEMBERSHIP SUPPORT

The membership group support the development and engagement of our members.

Ethics & Standards

To work with the board and executive to deliver our six objectives for our members through good governance, operational excellence and fiduciary responsibility



Fiona McAuslan,
Ethics Committee
Ethics@themii.ie



Key Deliverables:

2023 Goals

To regularly review the MII Code of Ethics & Practice and make recommendations to Council as to any proposed changes.

To regularly review the requirement for ethics training for the membership of the MII generally and agree the appropriate standards and methods of delivery.

Develop strategies to keep ethics central to members' practice including working with Reflective Practice & Learning groups. The Ethics Committee also intends to host two general meetings for MII members during 2023.

To review and recommend a list of roles within the MII for which it is/ should be mandatory to have completed the ethics training prior to taking on that role.

To appraise the Council generally in relation to ethics and associated practice matters.

To develop stronger links with Sectors, and carry out research and / or surveys from time to time on ethics related issues.

To carry out additional tasks related to ethics as identified by the Committee and /or by the MII Council.

Where appropriate, to advocate for effective management processes in relation to ethics.

From time to time to identify and to provide guidance and / or education in relation to emerging issues or issues raised by members.

To review any practice notes/ guidelines as referred to the Committee by Sector Leads for compliance with the Code of Ethics.

Advanced Membership Development

To achieve an increase in the proportion of members who will achieve MII Advance accreditation by 2026.



Loughlin Quinn,
Advanced Membership
Development
accreditation@themii.ie



Key Deliverables:

2023 Goals

To encourage momentum to achieving Advanced Membership.

To work in consultation with the Director of APC to:

- Use the Support and Preparation framework, and communicate to members, through the website and a micro learning process.
- Support Professional Practice Consultation as a group or individual process.
- Mentoring

MII Membership and Member Services

To increase the number of members through recruitment & service provision.

To strive to develop programmes that could best support members build their mediation practice



Noreen Fitzpatrick,
Membership Growth & Pathway
Development
Info@themii.ie



Key Deliverables:

2023 Goals

Demonstrate the value of joining MII and for becoming a member

Introduce recruitment policy for mediation students including creation of a vector to become a member upon completion of a training course (Use IT to get trainers to sign-up students).

Devise a policy to engage with other organisations to:

- Recruit membership of people in their organisation.
- Consider becoming an affiliate organisation member of MII

Review membership fees and the value provided to members

Provide Induction Training for new members

Reflective Practice and Learning Group

Develop and deliver a Reflective Practice and Learning Group expansion programme to ensure every member has access to and that all members benefit in a consistent manner from participation in a Group



Edel Ryan,
Reflective Practice & Learning
info@themii.ie



Key Deliverables:

2023 Goals

Establish a 3-to-5-person group to work on Reflective Practice and Learning (RP&L) Group expansion programme plan.

Liaise with Sector Leads, existing Sharing & Learning groups and general MII membership to identify relevant issues and needs to be addressed.

Establish clarity on the criteria for RP&L Groups going forward, and the change in title from Sharing & Learning to Reflective Practice & Learning.

Develop a revised framework/ procedure for operation and expansion of RP&L Groups.

Roll out RP&L Group expansion programme.

Continuous Professional Development

Produce a framework of Continuous Professional Development (CPD) requirements to support ongoing competency and future development of mediators



Key Deliverables:

2023 Goals

Co-Ordinate and schedule CPD training in consultation with other council members.

Identify how core CPD training will be provided to members.

Review and finalise draft CPD policy in consultation with the Director of APC.

Enable and use new website to facilitate self-declaration and self-evaluation.

Introduce step-by-step improvement for reporting on CPD over the next four years.

Set out the benefit of compliance to members



Polly Phillimore,
Shared Island Co-Ordinator



Andrea O'Neill,
Irish Red Cross Co-Ordinator



Treasa Kenny
EU Commission Mediation
Curriculum Project & Evaluation



Susan Vimbai Chauke
Equality Diversity & Inclusion



Anna Doyle
International Network Co-Ordinator



Orla Tompkins,
Website Development & Social Media
Co-Ordinator



Scott Alexander,
Promotion and Networking



New Council Member Support



Polly Phillimore
Editorial Control



Orla Tompkins,
Conference Organiser

INITIATIVES

Each portfolio holder will manage and address high priority projects that will include cross functional collaboration.

Mediation “Shared Island” Project

To explore how relations across the island could be further improved and facilitated by mediators and mediation organisations



Polly Phillimore,
Shared Island Co-Ordinator
info@themii.ie



Key Deliverables:

2023 Goals

To engage with Mediation NI, Family Mediation NI and Glencree Centre for Peace & Reconciliation to establish clear objectives with timescales for the project

The output from these discussions to be used to:

- Plan an inclusive workshop type event in 2023 potentially located in Corrymeela, NI.
- Apply for funding for the project and the event, possible under the [Shared Island Initiative](#) and the [Shared Island Dialogues](#) in particular

Irish Red Cross Collaboration & Development of Related Mediation

- a) To further develop and fully establish the Irish Red Cross collaboration
- b) To develop mediation and mediation practice in all areas associated with migrants and migration.



Andrea O'Neill,
Irish Red Cross Co-Ordinator
info@themii.ie



Key Deliverables:

2023 Goals

To complete the mediation model with the Red Cross to include:

- Training the Red Cross migration team including translators on mediation skills
- Liaising on the selection process that the Red Cross will employ to engage MII Mediators

To learn from the Red Cross Collaboration and develop mediation services more broadly in this area.

EU Commission Mediation Curriculum Project & Evaluation

This is a 3-year project (September 2020 – September 2023) to connect mediation training across Europe in which the MII is a Strategic Partner. (Germany, Portugal, Netherlands, Italy, Hungary, Poland).



Dr Treasa Kenny,
Director of Accreditation
accreditation@themii.ie



Key Deliverables:

2023 Goals

Complete project and evaluation in 2023.

To share details of European Mediation Training Programmes (competencies, training providers, assessment, etc).

To develop a European curriculum in partnership – inclusive programme/common module/blended learning.

To train participants in key qualifications and strengthen innovative skills for intelligent and strategic conflict resolution processes on a personal and societal level.

To learn from Mediator experience and publish results.

Digital Platform – connecting mediators.

Equality, Diversity and Inclusion

To attract an increasingly diverse membership that more closely reflects the composition of Irish society.



Susan Vimbai Chauke
Equality Diversity & Inclusion
info@themii.ie



Key Deliverables:

2023 Goals

Introduce policy to promote inclusivity and diversity, younger members (including youth membership) and those with language skills other than English.

Promote understanding and awareness of diversity issues

Support education and training for our members to ensure that we have a deep understanding of diversity issues within the mediation process.

International Network

To further develop the reach and influence of MII for the benefit of its members and the professional practice of mediation more generally.



Anna Doyle
International Network Co-Ordinator
info@themii.ie



Key Deliverables:

2023 Goals

Build relationships and partnerships with mediation organisations and individuals from different countries.

Expanding opportunities and global reach for mediation, sharing knowledge and best practices, fostering cultural exchange, and promoting collaboration on international projects and initiatives.

Website, Social Media Co-Ordinator

- a) To deliver a new website that best serves the public, our members and stakeholders.
- b) To further develop MII social media to be as effective and influential as resources allow.



Orla Tompkins,
Website Development &
Social Media Co-Ordinator
conference@themii.ie



Key Deliverables:

2023 Goals

To progress the redevelopment of our website and other platforms to make mediation as accessible as possible, and influence clients to engage MII accredited mediators:

- Decide programme for delivery of the new website.
- Website to be as user friendly and outward looking to those seeking mediation information and services.
- Compile and initiate a social media campaign strategy across MII platforms and seek support of “influencers” to magnify the impact

Promotions & Networking

Enhance awareness of MII by promoting the benefits of mediation to the people of Ireland



Scott Alexander,
Promotion and Networking
info@themii.ei



Key Deliverables:

2023 Goals

Develop a 3-year strategy to promote mediation and MII accredited mediators to include a Marketing Plan and an Outreach Plan

The Marketing Plan will cover broadcast, print and social media, and could involve partnerships with other organisations

The Outreach Plan will set out how MII should engage with government agencies and other organisations

New Council Support Group

To provide on-going support to new council members.



Matt Breslin
New Council Member Support
info@themii.ie



Key Deliverables:

2023 Goals

Ensure that new council members understand MII's mission, vision, values and goals.

Provide information to new Council members where requested.

Reach out to new Council Members to assist in their integration into Council.

Editorial Control and Approved MII Documentation

- a) To oversee all documents that are published on the website and ensure they are edited and presented in a standardised format, MII branded and in plain English.
- b) Provide assistance to members with key sample documentation to establish standardisation of practice overall and throughout the various areas of mediation.



Polly Phillimore,
Editorial Control
info@themii.ie

Key Deliverables:

2023 Goals

The Committee is committed to an on-going schedule of reviewing and revising as necessary, all documents on the website.

After receiving feedback from sector meetings being held in the early part of 2023, which will have identified sample documentation required from each sector, draw up a list and timetable to produce these documents.

Draft documents.

Present draft documents to Council for approval.
Add to sample documents already on the website

Annual Conference

To deliver an annual conference that best engages members and enhances their professionalism



Orla Tompkins,
Conference Co-Ordinator
conference@themii.ie



Key Deliverables:

2023 Goals

Annual Conference - Compile outline plan for the next three conferences.

To oversee the management of the annual conference and provide a platform for experts, researchers and practitioners to share their knowledge, research findings and best practices with members.

To arrange keynote speeches, panel discussions and workshops.