



Mediation 101: Resolving Conflict or Separating Amicably in Business Families

October 14, 2023



BACKGROUND

Business Families frequently encounter unique challenges. Trouble in the family may harm the family business; and challenges at the business level may strain or sever the family's relationships. Failure to address these challenges effectively and early can be fatal for both the family and the business. The legal routes available to resolve such challenges are often lengthy and costly and can damage reputation and relationships. Mediation can be an effective way for a family to address the conflicts that threaten their business and their relationships and in the best cases to emerge stronger as a business and a family.

PROGRAMME OBJECTIVES

Resolving issues in a business family is often an emotional and charged up affair. This program aims to introduce business families to the mediation process and to demonstrate the value of this process as a tool to resolve business problems and strengthen family relationships. Specifically, the program aims for the participants,

- To appreciate the complex challenges faced by business families due to the co-existence of family and business and the consequences of the failure to address family business conflicts in a timely and effective manner
- To understand the structure of mediation as a tool for behavioural and legal intervention
- To observe the skills and personal qualities of the professional mediator
- To know when mediation is appropriate and how to select a mediator
- To learn how to participate effectively and successfully in the mediation process
- To learn how to include mediation in your family business

WHO SHOULD ATTEND

- Members of business families
- Family business advisors

PROGRAMME FEE

Rs 5,000/- plus GST @18% per participant

PROGRAMME TIMINGS AND LOCATION

9:00 AM to 5:30 PM on October 14, 2023 at ISB, Hyderabad Campus

HOW TO APPLY

Please fill the application form at: <https://forms.office.com/r/11e1piHfpa>



ABOUT THE FACULTY

PROFESSOR SOUGATA RAY

Professor Sougata Ray is Thomas Schmidheiny Chair, Professor of Strategy and Entrepreneurship Practice and Executive Director of the Thomas Schmidheiny Centre for Family Enterprise at the ISB. He blends over three decades of experiences in diverse roles – international quality academic, research and institution building practice with hands on corporate managerial and governance experiences as an executive, member of the Board of Directors, co-founder of start ups, corporate advisor and executive coach. He has developed deep insight into strategy, innovation and intrapreneurship, strategic leadership and entrepreneurship, corporate governance and restructuring, international business, and digital transformation of firms and family business groups in high growth economies.



He has taught in scores of executive education programs; designed and conducted many workshops exclusively for Family Business Leaders, Owner-managers, Entrepreneurs and C-Level Executives and delivered key note addresses and participated in panel discussions at regional, global and company events both in India and abroad.

LAILA OLLAPALLY

Laila Ollapally is the Founder of CAMP Arbitration and Mediation Practice. She has practiced as an advocate for over 3 decades in the Supreme Court of India and the High Court of Karnataka. Since 2014, she has been a full-time mediator and is one of the leading mediators in the country.

Ms. Ollapally has been part of India's mediation journey from its early days, serving as a Founding Coordinator of the Bangalore Mediation Centre (BMC), the mediation program of the High Court of Karnataka. She remains as a senior Mediator and Master Trainer at BMC. She was nominated to 'The International Who's Who Legal' of Commercial Mediation 2020. Ms Ollapally is on the Board of Directors of the International Mediation Institute (IMI) and serves on the Panel of Mediators of institutions such as Singapore International Mediation Centre (SIMC) and American Arbitration



Association- International Centre for Dispute Resolution (AAA-ICDR). Ms. Ollapally was a member of the committee constituted by the Supreme Court of India to make recommendations for a legislation for Mediation in India. She was the recipient of the prestigious Weinstein Fellowship in 2011 and spent a semester as a Visiting Scholar at the Gould Institute for Conflict Resolution, Stanford Law School.

DANA CURTIS

Dana Curtis is a pioneer and leader in the field of mediation and negotiation. She was one of the first lawyers in the United States to devote her career exclusively to mediation. She has been mediating since 1991. She is also an internationally known mediation teacher who has designed and facilitated hundreds of mediation programmes in the United States and abroad for law schools such as Stanford, Harvard and Santa Clara Law, businesses, court panels and bar associations. Ms. Curtis has been recognized as one of the 50 "Best Neutrals" in California by the Los Angeles Daily Journal. She was also recognised by the Mediation Society of San Francisco for her Outstanding Contributions to the Field of Mediation. She has multiple internationally acclaimed publications.



VICTOR SCHACHTER

Victor Schachter is the Founder and President of Foundation for Sustainable Rule of Law Initiatives (FSRI). He has served extensively as a mediator, and as an advocate representing clients in numerous mediations and arbitrations over his fifty year career. He has led rule of law initiatives promoting judicial reform, ADR and judicial case management in many countries. He has worked closely with the Delhi, Karnataka and Kerala High Courts on legal reform through mediation. In 2008, Mr. Schachter was recognized as California Lawyer Attorney of the Year for his service in judicial reform, rule of law and mediation building. In 2020, he received the Mediator of the Year award from the San Francisco Mediation Society for "outstanding contributions to the field of mediation." His work has been reported and cited in numerous publications. Previously he was a litigation partner at Fenwick & West LLP for 17 years,



where he was Chair of its Employment Practices Group.

ABOUT CAMP ARBITRATION AND MEDIATION PRACTICE PRIVATE LIMITED

CAMP Arbitration & Mediation Practice Private Limited (CAMP) is a pioneering institutional mediation service provider enabling businesses to move from conflict to collaboration. Founded by expert dispute resolution professionals, CAMP has mediated innumerable disputes with a success rate of 80%.

CAMP is recognised by the Union Ministry of Law and Justice to mediate disputes between government agencies and is also a Qualifying Assessment Partner (QAP) for International Mediation Institute (IMI) at the Hague, a global standard setting body for mediation. CAMP's mediators have over 35000 hours of mediation experience that spans across conflicts in family businesses, highly confidential corporate board disputes, intellectual property, contractual breach, partnership amongst several other diverse types of disputes.

CAMP Mediators are internationally trained from institutes such as Harvard and Stanford (USA) and are empaneled with several international bodies of repute.

CAMP mediators have enabled and supported many families, businesses and corporates - many a time across generations, cultures, and geographies - in dispute find meaningful and sustainable solutions using the mediation process.

#CHANGE CONFLICT TO COLLABORATION
WWW.CAMPMEDIATION.IN

ABOUT FOUNDATION FOR SUSTAINABLE RULE OF LAW INITIATIVES

Foundation for Sustainable Rule of Law Initiatives (FSRI) is a non-governmental organisation headquartered in California, USA. It provides training, education and counseling to a range of legal providers in developing countries, including courts, judges, lawyers and mediators, with the goal of building sustainable mediation programs which achieve timely, fair and peaceful resolution of disputes.

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ABOUT ISB

Indian School of Business (ISB) is a global business school offering world-class management education across its two campuses - Hyderabad and Mohali. The School has grown at a rapid pace since its inception and already has several notable accomplishments to its credit. It is the youngest school ever to consistently rank among the top Global MBAs, one among the select 100 global b-schools to have AACSB, AMBA and EQUIS accreditation, one of the largest providers of Executive Education in Asia, and among the most research-productive Indian management institution. A vibrant pool of research-oriented resident faculty, strong academic associations with leading global b-schools and the backing of an influential Board, have helped the ISB emerge as a premier global business school in the emerging markets. For details visit www.isb.edu

ABOUT THOMAS SCHMIDHEINY CENTRE FOR FAMILY ENTERPRISE

The Thomas Schmidheiny Centre for Family Enterprise, at the Indian School of Business, has emerged as the foremost authority on family businesses in South Asia. It undertakes training, research and outreach activities covering all major topics on family business. The Centre collaborates with global academic institutions and leading family businesses in India and abroad, for the exchange of insights and knowledge among diverse stakeholders.

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