



FAMILY MEDIATION
INTERCULTURALISM
MULTICULTURALISM
AND
FRANCOPHONIE

CEPFOMEN 2020 TRAINING
PROGRAM - CAMEROON

APRIL 22, 23, 24
&
APRIL 27, 28

TARGET AUDIENCE

Heads of companies,
human resources
managers, legal managers,
magistrates, employers'
associations, lawyers,
parents etc....

OBJECTIVES :

- ❖ Acquire basic knowledge on cultural, intercultural and multicultural dimension.
- ❖ Identify and know your own frame of references, your personal glasses and your representations towards others.
- ❖ Find out what effective consequences have cultural specificities in social support

UNDER THE SUPERVISION OF CEPFOMEN (CENTRE PROFESSIONNEL DE MEDIATION ET DE
FORMATION A LA MEDIATION A LA NEGOCIATION ET AU DROIT OHADA)

SPAËKERS



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Ph.D. Social Anthropology, Researcher at EHESS-Paris & Université Laval-Québec, Head of Family Mediation Practice

Expertise of the Court of Appeal in Auvergne - Psycho-sociological Investigations

D.E Family Mediator (IFOMENE-Paris) - Consultant - Social & Intercultural Auditing.

Madame Brigitte ADA NNENGUE LEBRETON

Co-Manager Founder of S.C.P. CEPFOMEN - Conciliator at CIRDI, Arbitrator at CCJA, President of the National Association of Mediators of Cameroon, Former President of AG of Cameroon Bar/ Association, Graduated Mediator from IFOMENE at the Catholic Institute of Paris.



1st SESSION

DAY 1

1st MODULE

22/04/2020

I –INTRODUCTION AND ICE BREAKER CONTEXT : CULTURE

Material: Documentary +PowerPoint

Introductory Word - Trainer's Biography

- ❖ Introduction
- ❖ Presentation of training objectives & basic rules.

II- PSYCHOSOCIOLOGY OF CULTURAL DIFFERENCES : MIGRATION ISSUES

- ❖ Understand the concept of "culture", present the wheel of values.
- ❖ What is Culture?
- ❖ The Ethno-anthropological and psychosociological approach
- ❖ Define the different derivative concepts: Cultural, multicultural, Inter cultural, transcultural, cultural diversity ...,

III- CONCEPTS RELATED TO INTER-CULTURALITY : WHAT ARE THE REPRESENTATIONS FOR?

- ❖ Definition - Historical constructs and issues of social and cultural representations
- ❖ Divergences / similarities / Oppositions / Similarities
- ❖ What you have to understand is that everyone has prejudices

IV - THE REPRESENTATION OF VALUES AS A CENTRAL CORE

- ❖ Recognize the factors having an impact on cultural understanding.
- ❖ Understand cultural differences using a group exercises.
- ❖ Learn to change your cultural perspective and become aware
- ❖ experience and culture to grasp the essential qualities of a mediator in an intercultural context.

DAY 2

2nd MODULE

23/04/2020

I - CLASH OF CULTURES THROUGH NORTH / SOUTH REPRESENTATIONS

- ❖ Dynamics of change and migration issues
- ❖ The intercultural issue as social and cultural representations
- ❖ Typology of conflicts and couples: the intercultural couple
- ❖ The imponderables of interculturality
- ❖ The mixed couple between: Cultures, Traditions and Modernity (practical cases)

II - INTERCULTURAL CONFLICT

- ❖ Cultural factor in a conflict
- ❖ Specificity of intercultural conflict
- ❖ Ex. Case studies of African families in France (video documentary)
- ❖ The organization of African families in France between shocks and cultures
- ❖ French rights in the face of traditions and customary right
- ❖ Family and marital violences in a migrant environment : psychological violences.

III. FRANCOPHONIE AND MEDIATIONS AT THE HEART OF INTER CULTURALITY

- ❖ Definition, objectives and missions
- ❖ The cultural "implicit" and "explicit"
- ❖ The forbidden and the cultural unspoken: the non-verbal and the impact of representations
- ❖ Epistemological postures through representations

IV CULTURAL MEDIATIONS & FRANCOPHONIE

- ❖ Francophonie between culture and modernity



DAY 3**3rd MODULE**

24/04/2020

I - CONCEPTS AND DEFINITION OF FAMILY MEDIATION

- ❖ Jurists, Lawyers, Notaries, Pioneers, Institutions and Partners
- ❖ Legalization and judicial developments in France and North America
- ❖ Ethical foundations and deontological principles :
- ❖ Stages in the process of traditional family mediation
- ❖ The framework and the meeting in family mediation (practical case and staging)
- ❖ The role and position of the Family Mediator
- ❖ Communication techniques in family mediation
- ❖ The tools to help support :
- ❖ The role of THIRD PARTIES, the posture, the helping relationship, the relationship to otherness
- ❖ From positive listening to empathic listening, the basis of the helping relationship
- ❖ From authenticity to congruence, taking distance

Case study and staging exercise

II - DISTINCTION BETWEEN TRADITIONAL FAMILY MEDIATION AND INTERCULTURAL FAMILY MEDIATION

- ❖ A Geography of the "Immigrant" and Mixed Couples in Mediation
- ❖ From mediation under the "Palabres" tree to mediation in Europe and USA, Canada...
- ❖ Differentiated institutional logics and social contexts
- ❖ Children in Mediation and Custody: Their Principal Residence, Division of Property
- ❖ CO-family mediation and its advantages.

FILM SCREENING**2nd SESSION****DAY 4****4th MODULE**

27/04/2020

I - THERAPEUTIC APPROACH TO CULTURAL DIFFERENCE

- ❖ Crossbreeding - The third way (Today, are we all mixed race ?)
- ❖ specificities of the bicultural couple
- ❖ Bicultural or Mixed couple, What is that ?
- ❖ Specificity of mixed couples
- ❖ Role of the family
- ❖ Children
- ❖ Parents' place and roles

II - THE OTHER "ESSENTIALS" OF BICULTURAL COUPLE :

- ❖ Language, food, music, time, money, taste, touch etc.
- ❖ Identity stress, the example : Africans -Caribbean - Asians
- ❖ Who are these peoples ? Between Modernism and tradition !
- ❖ Diversity of intercultural gaze
- ❖ Identity troubles
- ❖ Shared word as a sign of gratitude

III - ARE WE ALL MIXED COUPLES ?

- ❖ Mixed couple and its differences:
- ❖ in similarity
- ❖ in the opposition
- ❖ in the resemblance...(examples)

IV - INTERCULTURAL FAMILY MEDIATION AND THE REPRESENTATIONS OF ITS PARATIANSHistory, challenges of institutionalization

- ❖ History, challenges of institutionalization
- ❖ Representations and interculturality
- ❖ High crops vs. low crops
- ❖ Limitations and implications for practice



DAY 5
5th MODULE
 28/04/2020

I - INTERCULTURAL FAMILY MEDIATION

- ❖ Definition, steps and process
- ❖ The skills of the intercultural family mediator
- ❖ The 5 tools of the intercultural family mediator
- ❖ The intricacies of the intercultural family mediator
- ❖ The values of the intercultural family mediator
- ❖ The specific skills of the intercultural family mediator
- ❖ Obstacles that may arise in intercultural family mediation
- ❖ Cultural traps to avoid

II - MEDIATION AS A FACTOR OF CHANGE:

- ❖ Dynamics of change and migration issues
- ❖ The concept of Empowerment between responsibility and resistance
- ❖ Definition, objectives and social and cultural representations
- ❖ Transformative Mediation

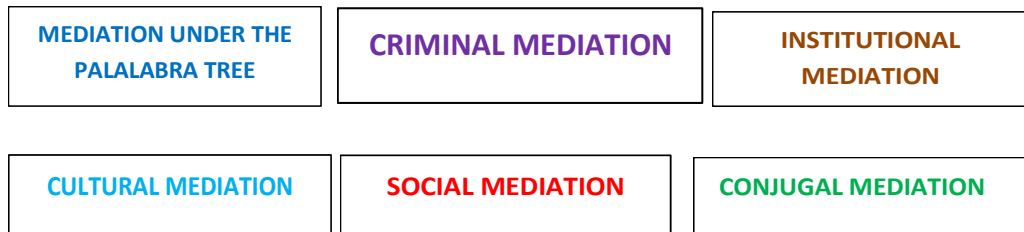
III- FROM TRADITIONAL MEDIATION TO INTERNATIONAL FAMILY MEDIATION

VS

MEDIATION IN DISTINCTIONS

VIDEO PROJECTION

TRAINING DEBRIEFING



**MEDIATION
-
REGISTRATION
FORM
1/2**

Chose your session

April : 22 - 23 - 24

April : 27 - 28

Venue

**Training starts at 09 :00 AM ends at 05 :30 PM
At GICAM, Bonanjo, Vallée des Ministres**

Civility Name

Surname

Date of birth

Company

Fonction

Address Professional Personal

Postal Code Town

Tel Mobile

Mail

Subscriber's mail

How did you know about this training ?

I register and pay for the following session(s) :

Session 1 : **150 000 F CFA**

Session 2 : **100 000 F CFA**

1 Course : **75 000 F CFA**

Paiement method

cheque addressed to **SCP
CEPFOMEN**

Cash

Bank transfert

BICEC CAMEROON

N° 10001 06803 64222703001 81

SWIFT Code (B.I.C) ICLRCMCXXXX

IBAN Code CM21 10001 06803

64222703001-81

I agree on the distribution of my personal data to the training group.

***The following form must be handed to SCP CEPFOMEN**

Bld de la Besséké Bonanjo

Po box 3694 Douala-Bonanjo

Or by mail:

cepfomen2014@gmail.com

The informations collected in the context of this form shall be treated electronically by SCP CEPFOMEN for the purposes of managing relations with its customers and prospects. You have the right to access, rectify and oppose any information concerning you, which you may exercise by writing to SCP CEPFOMEN, Bld de la Besséké Bonanjo or by e-mail to cepfomen2014@gmail.com.

Registrations are recorded upon payment of a deposit of 50% of the cost of the training. This sum will not be refunded, nor carried over to a later session unless, despite all their efforts, the organisers are exceptionally obliged to modify or cancel the programme or the planned interventions. Under 12 participants, this training course may be cancelled. Above 12 participants, the training venue will be moved and communicated to the learners.

The balance must be paid, at the latest, 10 days before the training session.

Cancellations must be made by telephone and confirmed in writing and must reach CPS CEPFOMEN no later than 20 working days before the start of the training session. Beyond this deadline, the amount of the session will remain immediately payable as a lump-sum indemnity.

I have read the terms and conditions of this registration form (pages 1-2) and understand the nature of my commitment.

I accept the publication of a group photo on SCP CEPFOMEN's social networks.

**Company Stamp
Date & signature**

**For SCP CEPFOMEN
Date & signature**



MEDIATION
-
REGISTRATION
FORM
2/2

Registrations

Registrations are accepted on a first come first served basis and are subject to availability under the conditions of this registration form.

Registrations will only be recorded on payment of 50% of the price of the course, accompanied by the relevant form duly completed. This sum will not be refunded or carried over to a later session if the registered participant, for any reason whatsoever, is unable to attend one, several or all of the sessions of the training session. This sum will be carried over to another session if, despite its best efforts, SCP CEPFOMEN is exceptionally forced to cancel or postpone the scheduled sessions.

The balance must be paid no later than 10 days before the start of the training session. Registration will only be confirmed upon receipt of the full balance within the specified time limit.

Cancellations

Cancellations can be made by telephone if confirmed in writing on the same day. They must reach the CEPFOMEN centre at least 20 days before the start of the training session.

If the balance of the cancellation fee is not paid within the above-mentioned time limits, you will not be registered. The amount received by SCP CEPFOMEN will be retained by SCP CEPFOMEN as a lump-sum indemnity and you will be immediately liable for the balance if it has not been paid.

Company funding

In the case of financing by an entreprise, the company undertakes to provide the take-over agreement no later than the first day of the training. Otherwise, the learner will be invoiced according to the conditions mentioned above instead of the financing company. In the event of absence, the days not covered by the company will be invoiced to the learner.

Approval

Participation in an entire session entitles the participant to a "**Training Certificate**". Participation in the entire training entitles the participant to a "**Certificate of Training in Family Mediation and Culture Shock**". Enrolment in the training course does not in any way constitute a commitment on the part of CPA CEPFOMEN to obtain or issue an accreditation.

Contestation

If a dispute or disagreement cannot be settled amicably, the parties will refer the dispute to **CMAG (Centre de Médiation et d'Arbitrage du GICAM)** for mediation in order to settle it amicably. Only Cameroonian law is applicable.

Applicable tariff

Any rate indicated on the registration forms may be subject to change. The applicable rate shall be that in force on the day of invoicing by SCP CEPFOMEN.

