

Bay Area MCLE
Conference

Tuesday,
November 19,
2024

10:30 AM to
11:30 AM

Forgiveness & Healing
Conflict

Speakers: Barbara Monty
and Eileen Barker

MY PATH

Attorney,
Litigator,
Mediator

2002
Started
teaching
forgiveness at
JFK University
Sonoma State

2013
Started leading
forgiveness
retreats and
coaching

2016
Started
Forgiveness
Coaching
Program

Levels of Conflict Resolution

| INTERVENTION | RESULT |
|---|-------------------------|
| 1. Stop the Fighting | Cease Fire |
| 2. Settle the Issues | Settlement |
| 3. Address the Underlying Causes of the Dispute | Resolution of Interests |
| 4. Forgiveness of Others and Self | Healing/Completion |

FORGIVENESS IS NOT

Condoning poor behavior

Forgetting what happened

Minimizing the injury

Dependent on religious beliefs or practices

Reconciling

FORGIVENESS IS

Shifting perspective

Accepting what has occurred

Resolving blame, anger and revenge

For you, not the other person who hurt you

Learnable

A Choice

Two Types of Forgiveness

Bilateral
Forgiveness

Unilateral
Forgiveness

BILATERAL FORGIVENESS

Forgiveness is given in exchange for an apology or show of remorse

Requires participation of both people

Not always possible

UNILATERAL FORGIVENESS

Nothing is required of the other person

Forgiveness can be done by one person alone

Always possible

HEALING CONFLICT

What is the conflict really about?

Going beyond blame

Going beyond victim/perpetrator
roles

Looking at assumptions and
interpretations

THE PATH

| | |
|--------|--|
| Self | Practice Forgiveness |
| Others | Help others forgive (Forgiveness Coaching) |
| ADR | Cultivate healing of conflict, dignity and forgiveness in dispute resolution |
| Courts | Include Forgiveness in Court ADR Programs |

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Barker

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