



## Workshop on Alternative Dispute Resolution

February 16 – 20, 2026, 1<sup>st</sup> Run: Lagos & Port Harcourt

August 17 – 21, 2026, 2<sup>nd</sup> Run: Lagos & Abuja

For Tutor -Led Class: 9am – 4:30pm

Workshop fee: Lagos: N350, 000,

Abuja / Port Harcourt: N400, 000 per Participant

Delivery Mode: In-person / Live Virtual / Hybrid

Online course fee: N300, 000 per Participant

Available for In-plant Training

700 U\$D for foreign  
Participants

### Program Overview:

Alternative Dispute Resolution ("ADR") refers to any means of settling disputes outside of the courtroom. ADR typically includes early neutral evaluation, negotiation, conciliation, mediation, and arbitration. Due to the ever-rising costs of conflict in the workplace, employers are increasingly turning to Alternative Dispute Resolution (ADR) as a solution. Employee conflict, labour disputes and wrong termination claims in particular are increasingly common and employers need to take steps to stem the tide of conflict and lawsuits. As burgeoning court queues, rising costs of litigation, and time delays continue to plague litigants, many organizations have begun experimenting with ADR programs. Some of these programs are voluntary; others are mandatory.

The main advantage of this form of dispute settlement is that it allows the parties themselves to control the process and the solution.

### For Whom:

This course is designed for private practice lawyers working in international litigation, Civil and criminal litigation, Construction law, Arbitration, Dispute resolution. Professionals such as Negotiators, Risk managers, Planning managers, Surveyors, Procurement officers, Conflict Managers, Contract managers, Project managers, Quantity surveyors, Complaint handlers Mediators, Ombudsmen, Company Secretaries, Legal Advisers, and Business development professionals working in corporate organizations can benefit from this program.

### Learning Objectives:

At the end of the program, participants will be able to:

- explain the meaning, functions and purpose of Alternative Dispute Resolution (ADR);
- help their organizations save time and money through negotiating better deals;
- acquire and use problem-solving techniques for internal and external mediation;
- manage and strengthen key relationships with suppliers, customers, the government, employees and other stakeholders; reduce complaints and grievances by preventing unnecessary conflicts;
- resolve workplace conflicts quickly and effectively to maintain productivity and morale;
- create more productive employees who can communicate and negotiate effectively with other employees and clients/customers of the organization;
- know and explain the functions of a mediator;
- know the differences between Alternative Dispute Resolution and Litigation;
- use different approaches in the negotiation process; and
- apply ADR to avoid costly and unnecessary lawsuits/delays in conventional litigation courts.

### Course Outline:

#### Day 1: Dispute Resolution: An Overview

- Overview of the dispute resolution process

Human Capital Associates Global Consult Ltd is Accredited by Nigeria Council for Management Development (NCMD)

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- Methods of dispute resolution including:
  - Litigation, Arbitration, Collaborative law
  - Mediation, Conciliation, Negotiation
  - Facilitation
- Court litigation processes
  - Court documents, Case management, Disclosure
  - During the trial – what to do and what not to do
  - Path of a claim, Pre-action matters
  - The Judgment

## Day 2: Dispute Resolution Methods and its Importance

- The Alternative Dispute Resolution (ADR) system
  - Early neutral evaluation, Negotiation, Conciliation
  - Mediation, Arbitration
- Importance of Alternative Dispute Resolution

## Day 3: The Law systems

- Civil law system
- Codification, Subgroups
- Our Common law system
- Court decisions, Statutes,
- **Day 4: The International Arbitration System**

- Introduction to mediation:
  - The process and its principles
- Introduction to international arbitration
- Institutional versus 'ad hoc' arbitration

## Day 5: Arbitration Process and Its Purpose

- Advantages and disadvantages of:
- Arbitration
- Litigation
- Mediation
- The arbitration award and its enforcement

### LOCATIONS

1 - HCA Learning Centre. Acme House 2nd Floor, 23, Acme Road, Ogbia, Industrial Scheme, Ikeja, Lagos, Nigeria

2 – FAB By Toprank Hotel, Opposite Old Federal Secretariat Area 1, Garki, Abuja.

3 – Pakiri hotel Ltd., 4 Okwuruola Street, off Stadium Road, Rumuola, Port Harcourt, Rivers State.

In-plant Fee Negotiable

### WORKSHOP FEE:

**Workshop fee: Lagos: N350, 000 per Participant, VAT-N26,250  
Abuja / Port Harcourt: N400, 000 per Participant, VAT-N30,000**  
Note: this covers Workshop Fee, Tea/coffee break, Lunch, course materials and certificate of attendance.

Payment should be made into our Accounts:

Account Name: Human Capital Associates Global Consult Ltd.  
Union Bank of Nig. PLC: Account No: 0097961537  
First Bank of Nig. PLC: Account No: 2033683960  
Keystone Bank Ltd.: Account No: 1007150325

**For Booking / Enquiry, Call: 234-8051365946, 234-7087578814  
24/7 Lines: 234-8068933608, 234-8029170491, 234-8145745664, &  
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## Training Methodology

Lectures, discussions, exercises, and case studies will be used to reinforce these teaching/learning methods.

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