

**ICFAI**  
LAW SCHOOL



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RS. 1.5 LACS**



## 2ND EDITION OF THE ICFAI MEDIATION COMPETITION

**28th -30th Mar, 2025**

The ICFAI University Dehradun is going to conduct its Mediation Competition to encourage the budding lawyers to understand the rising need for Alternative Dispute Resolution mechanisms like Mediation.

### OUR PARTNERS



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For Enquiries ✉ [events.ceadrl@gmail.com](mailto:events.ceadrl@gmail.com)

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 **MEDIATEGURU**  
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# Invitation Letter



ICFAI Law School, The ICFAI University, Dehradun, is proud to present the 2nd Edition of the ICFAI Mediation Competition, 2025, scheduled to take place from March 28th to 30th, 2025, in offline mode. This competition aligns with the university's vision of fostering academic excellence, professional skill development, and practical application of legal knowledge.

Bringing together participants from across the country, this event aims to promote a culture of peaceful dispute resolution while enhancing students' understanding of Alternative Dispute Resolution (ADR) methods. The competition will serve as a dynamic platform for students to refine their mediation techniques, engage in interactive learning, and gain valuable exposure to real-world dispute resolution scenarios.

With immense pleasure, we extend a formal invitation to your esteemed institution to actively participate in this competition. We encourage you to send a team to represent your institution, contributing to the collaborative learning experience that this event seeks to provide. A detailed copy of the rules and regulations is attached for your reference.

We sincerely look forward to your participation in this prestigious event, fostering legal discourse and advancing the field of mediation. Your presence will undoubtedly enrich the competition, and we eagerly anticipate engaging with you at ICFAI Law School, Dehradun.

## **About The University.**

The ICFAI University, Dehradun, Uttarakhand (hereinafter referred to as the University) was established under The ICFAI University Act 2003 (Act No.16 of 2003) passed by the Uttaranchal Legislative Assembly and assented to by the Governor on July 08, 2003.

The ICFAI University secured 44th rank in the World Universities with Real Impact (WURI) Rankings 2020 released by United Nations Institute for Training and Research. ICFAI is the only non-governmental institution among two Indian Universities in this list. The University has also been awarded the certificate for E-Learning Excellence of Academic Digitization (e-LEAD).

## **About ICFAI Law School, Dehradun**

The ICFAI Law School (formerly known as Faculty of Law), a constituent of the ICFAI University, Dehradun, is established to develop a new generation of legal professionals through the comprehensive and contemporary body of knowledge integrating law with Management/Humanities. The Bar Council of India has accorded its approval for imparting three-year and five-year Law Courses at ICFAI University, Dehradun, Uttarakhand, and awards degrees in law. The ICFAI Law School, Dehradun offers B.B.A. LL.B. (Hons.), LL.B. and B.A. LL.B. (Hons.) integrated five-year courses, One Year LL.M in Corporate, Constitution law, Cyber law and PhD full-time and part-time programs.

Ranked 36th in India and 2nd in Uttarakhand in the "Top General (Private) Universities in India 2023" by India Today 2023 and has been placed 1st in "Top Private Universities in Uttarakhand" and 8th in "Top Private Universities in North India Zone" by the Indian Institutional Ranking Framework (IRF) 2023.



## About CEADRL

The Centre for Excellence in Alternative Dispute Resolution Law (CEADRL) was established in 2021 as an integral part of ICFAI Law School, The ICFAI University, Dehradun. Under the esteemed leadership of Associate Dean Dr. Monica Kharola as Faculty Convenor, along with Assistant Professor Ms. Monika Kothiyal as Faculty Co-Convenor and Mr. Diwakar Das, Placement Coordinator, as Faculty Member, the center operates in accordance with the university's regulations. Committed to advancing education and research in Alternative Dispute Resolution (ADR) Laws, CEADRL promotes a comprehensive, research-driven approach to equip students with the necessary skills and knowledge in this evolving field.

The logo of the Centre bears the Sanskrit phrase वक्ष्यामि ते हितम्, taken from Shrimad Bhagvad Gita which translates to "I speak for your benefit." This encapsulates the core ethos of the Centre, emphasizing its commitment to resolving disputes with a focus on the well-being and interests of all parties involved.

Committed to the convergence of academia and expert guidance, the center is poised to embark on innovative projects that showcase the intersection of theory and practice in ADR. Through advocacy, research initiatives, and policy-oriented discussions, the centre seeks to facilitate a nuanced understanding of ADR law, providing a platform for individuals to enhance their knowledge in this dynamic legal domain. The centre envisions becoming a hub for fostering excellence in ADR, promoting informed discourse and contributing to the broader legal landscape.

The Centre For Excellence Alternative Dispute Resolution Law (CEADRL) is a dynamic and proactive student body comprising enthusiastic and committed students from Law programme, dedicated to promoting peaceful conflict resolution within an academic environment.

# Organizing Committee



**PATRON-IN-CHIEF:  
PROF(DR.)RAM KARAN SINGH  
VICE CHANCELLOR**

*The ICFAI University, Dehradun*



**DR. RAMESH CHAND RAMOLA  
REGISTRAR**

*The ICFAI University, Dehradun*



**PROF(DR.) TAPAN CHANDOLA  
DEAN, ILS**

*The ICFAI University, Dehradun*



**DR. MONICA KHAROLA  
ASSOCIATE DEAN**

*Faculty Convenor,  
The ICFAI University, Dehradun*



**MRS. MONIKA KOYHIYAL  
ASSISTANT PROFESSOR**

*Faculty Co-Convenor,  
The ICFAI University, Dehradun*



**MR. DIWAKAR DAS  
PLACEMENT COORDINATOR,**

*Faculty Member,  
The ICFAI University, Dehradun*

# Student Organizing Body.



**Ms. Suyash Singh**  
Convenor



**Mr. Vikrant Ahlawat**  
Co-convenor



**Ms. Pallavi Kashyap**  
Co-convenor



**Mr. Arnav Tripathi**  
Treasurer



**Mr. Aman Sinha**  
Secretary



**Ms. Mansi Rawat**  
Secretary



**Ms. Kanak**  
Secretary



**Mr. Piyush Kumar**  
Secretary



**Mr. Aditya Patwal**  
Secretary



**Mr. Sahil Thakur**  
Secretary

# Our Collaborations

## Manupatra



Manupatra is a legal research platform serving professionals across India. The platform aims to bridge the gap between legal knowledge and accessibility, ensuring that law students and practitioners have the resources they need for effective research. Manupatra is creating an extensive legal database to support judicial efficiency by empowering legal professionals with case laws, statutes, and analytical tools to streamline legal practice.

## National Commission for Women (NCW)

The National Commission for Women is a statutory body working to safeguard women's rights across India. The aim of the Commission is to bridge systemic gaps and ensure justice for women by addressing grievances, promoting legal awareness, and advocating policy reforms. NCW is creating initiatives to highlight gender justice and provide legal and social support to women, encouraging and empowering them to assert their rights effectively.



## LawBhoomi



LawBhoomi is an online platform led by legal enthusiasts across India. The aim of the organization is to bridge the knowledge gap for law students and professionals by providing access to legal opportunities, articles, and career guidance. LawBhoomi is creating a knowledge-sharing network to help aspiring legal professionals navigate their careers while encouraging continuous learning and skill development.



## Our Collaborations

### Lawctopus



Lawctopus is a student-driven platform designed to support law students and young professionals in their legal journey. The aim of the platform is to bridge the gap between academic learning and practical exposure by offering internship experiences, career advice, and educational resources. Lawctopus is creating a dynamic legal ecosystem to equip law students with the skills and opportunities needed to excel in the profession.

### Knowledge Steez



Knowledge Steez is an academic initiative led by educators and legal professionals. The aim of the organization is to bridge the gap between theoretical knowledge and practical application by providing access to research opportunities, legal workshops, and academic resources. Knowledge Steez is creating a learning-oriented environment to help law students and scholars enhance their legal understanding and career prospects.

### MediateGuru



MediateGuru is a social initiative led by members across the globe. The aim of the organization is to build a bridge using which more law students can be encouraged to opt for ADR methods. MediateGuru is creating a social awareness campaign for showcasing mediation as a future alternative dispute resolution to provide ease to the judiciary by encouraging and empowering Law Professionals to take up the mantle of Mediation

## Objective Of The Competition

The ICFAI Law School at The ICFAI University, Dehradun is going to conduct its 2nd Edition of the ICFAI Mediation Competition. This event aims to inspire budding lawyers to comprehend the growing importance of Alternative Dispute Resolution mechanisms such as Mediation.

Where a neutral third party, known as a mediator, assists the parties in resolving their conflicts. A mediator is a bridge for conflicting parties to meet in the middle by facilitating communication, identifying issues, and guiding parties toward a mutually acceptable solution. The objectives of a mediation competition are multifaceted, encompassing skills development, education, promotion of ADR, networking, cultural advancement, standardization, recognition, and public awareness. These goals collectively contribute to the growth and acceptance of alternative dispute resolution mechanisms in the legal landscape.

Through this competition, The Centre of Excellence in Alternative Dispute Resolution Law (CEADRL) aims at promoting a much achievable choice to resolve the issues of families, corporate, business commercial and all other dispute too and preparing future lawyers with the skills required for them to be active and smooth functioning of justice in our society.



## Definitions

1. **"Caucus"** refers to a confidential, private session held by the mediator with the parties individually to discuss options with the intent to find a resolution.
2. **"Competition"** refers to the 2nd Edition of The ICFAI Mediation Competition, 2025.
3. **"Competition Problems"** pertains to the problems framed by the organizing committee to be used throughout the competition, in the competition sessions/rounds.
4. **"Confidential Information"** pertains to the information provided to the participating teams concerning the party they represent and is confidential.
5. **"Main Round"** refers to the phase of the Competition Session immediately following the Caucus, where the Teams are commissioned to reconcile the Competition Problem.
6. **"Mediation"** refers to the process where a neutral person assists the parties who help them mitigate their dispute and reach a mutually agreed outcome through negotiations.
7. **"Mediation Session"** refers to the scheduled period during which the mediation process takes place, including any caucus.
8. **"Negotiating Pair"** pertains to a team comprising two participants - one Counsel and one Client - from the same institution.
9. **"Oral Rounds"** refers to the team's pleadings in the mediation session.
10. **"Organizing Committee"** refers to the CEADRL members and the faculty in charge of the center.

11. **"Penalty"** refers to actions taken by the Organizing Committee (CEADRL) in response to violations of competition rules, which may include point deductions, participant disqualification, or any other disciplinary measures.
12. **"Preliminary Rounds"** refer to the initial oral rounds which will determine the scores and ranks of the participants for further rounds.
13. **"Room Coordinator"** refers to an individual or individuals appointed by the Organizing Committee to oversee the smooth operation of a specific Competition Room, ensuring adherence to the rules and addressing any issues that arise.
14. **"Rule"** pertains to a special individual regulation in this Rulebook, along with the sub-rules/ thereunder. The Participants are required to understand and submit these regulations on the report of their enrollment in the Competition.
15. **"Scouting"** refers to the participating teams observing the sessions of other teams.
16. **"Speaker"** refers to the participant who presents oral arguments in rounds of the competition.
17. **"Team"** which includes all 3 members.



## Eligibility

Only bonafide students pursuing Law in three/five-year degree programs in the Law Colleges/Universities recognized by the Bar Council of India are eligible to participate.

## Fixtures and Allotment

1. Time slots, match-ups, and conference room allocations will be determined by the Organizing Committee through a draw of lots on the day of the Mediation Competition.
2. The match-up process will be used solely for the purpose of grouping Negotiating Pair and Mediators. It will not determine the sides that the parties will represent during the competition.
3. The sides to be represented by each team will be assigned on the day of the competition through a draw of lots decided by the Organizing Committee.



## Registration Process

All participating teams must complete the entire registration process and submit a registration fee of INR 2500/- to confirm their participation in the competition. Additionally, the Organizing Committee (OC) will only provide assistance with accommodation arrangements.

### Provisional Registration Form:-

***Provisional registration is mandatory for final registration ----> [LINK](#)***

After submitting your provisional resignation, you will receive the payment link and the final registration form.

The Organizing Committee will confirm the registration only after receiving the payment and duly filled registration form within the respective time limit. No refund shall be given under any circumstance in case of withdrawal

**The last date for final registration is 15th March, 2025.**



## Team Composition

Each participating team shall consist of three members, all of whom must be from the same institution. Cross-institutional teams are not permitted to participate in the competition. Additionally, a maximum of two teams per institution may register and represent their institute at the event.

A Team shall comprise of a **Mediator** and a **Negotiating Pair**; the **Negotiating Pair** shall consist of a **Counsel** and a **Client**.

After Final registration, no team shall be allowed to change their composition and roles in any rounds. If any issue occurs regarding the same, the Organizing committee shall have the discretion to adjudicate upon the same.

**Note:** The members' roles shall not be changed throughout the competition. No team shall be accompanied by a coach or an instructor.

## Language

The official language of the competition is English and shall be strictly followed.

## Dress Code

All the participants are required to adhere to the formal style of dressing i.e. The participants must adhere to standards of conduct and dress as high as those required of a lawyer engaged in the practice of law in India.

**For Gentlemen** - Business Formals (White formal shirt with black formal trousers + black blazer + Tie)

**For Ladies** - Formals (White formal shirt with black formal pants/black formal skirt and a black blazer).

# Structure Of The Competition

## Preliminary Round

- All participating Teams shall compete in the preliminary rounds. There will be two preliminary rounds: Prelims 1 and Prelims 2.
- The combined scores from both rounds will determine the top 8 teams and the top 8 mediators who will advance to the quarterfinals.
- These rounds will not be knockout rounds.
- The total time for the preliminary rounds will be 40 minutes, including 10 minutes of the caucus session and 30 minutes of the mediation session. To avoid conflict of interest, the organizing committee will shuffle the mediators and ensure that the mediating team and mediator are not from the same institution.
- Participating teams will be provided with the confidential information (CI) 30 minutes prior to their respective rounds.
- In the venue room, participants are expected to follow the code of conduct throughout the competition.
- In case of a conflict, the decision of the organizing committee will be considered final.





# Structure Of The Competition

## Quarter-Final Round

- 1.The top 8 teams qualifying in the preliminary round will be competing in this round
- 2.This round will be a knockout round.
- 3.A total of 4 teams will qualify for the semi-final round.
- 4.The total time for the quarter-final round will be 45 minutes which is inclusive of 10 minutes of caucus session and 35 minutes of mediation session.
- 5.To avoid conflict of interest, the organizing committee will shuffle the mediators and ensure that the mediating team and mediator are not from the same institution.
- 6.Participating teams will be provided with the confidential information (CI) 30 minutes prior to their respective rounds.
- 7.In case of a conflict, the decision of the organizing committee will be considered final.



# Structure Of The Competition

## Semi-Final Round

1. The top 4 Teams qualifying from the Quarter-Finals Round will be competing in this round will be a knockout round.
2. A total of 2 teams will qualify for the final round.
3. The total time for the semi-final round will be 55 minutes which is inclusive of 15 minutes of caucus session and 40 minutes of mediation session.
4. To avoid conflict of interest, the organizing committee will shuffle the mediators and ensure that the mediating team and mediator are not from the same institution.
5. Participating teams will be provided with the confidential information (CI) 30 minutes prior to their respective rounds.
6. In the venue room, participants are expected to follow the code of conduct throughout the competition.
7. In times of dispute, the decision of the organizing committee will be considered final.



# Structure Of The Competition

## Final Round

1. Top 2 Teams qualifying from the Semi-Final Round will be competing in this round.
2. This round will be a knockout round.
3. The total time for the final round will be 60 minutes which is inclusive of 15 minutes of caucus session and 45 minutes of mediation session.
4. Participating teams will be provided with the confidential information (CI) 30 minutes prior to their respective rounds.
5. In the venue room, participants are expected to follow the code of conduct throughout the competition
6. In times of dispute, the decision of the organizing committee will be considered the final

## Code Of Conduct

The Participating Teams should mention only their allotted Team Codes for communication with Judges/Organizers. The identity of the Participating Team or Members or the name of their College/University shall not be disclosed to any person at any stage during the Competition in any form, whether directly or indirectly. Violation of the same shall lead to immediate disqualification.

In addition to the above rule, sporting any visible or distinguishable badges/card/ uniform by any participant that provides an opportunity to infer/disclose their identity or the identity of the Law College/University being represented, is strictly forbidden. Any violation shall lead to immediate disqualification.

**The Organizing Committee reserves the right to disqualify any team for misconduct during the competition. In case of conflict, the decision of the Organizing Committee shall be final.**

# General Rules & Regulations

**Mediation Problem:** *The problem for the Preliminary Round, Quarter Final round, Semi-Final, and Final Round shall be different. The problem for Quarter Finals, Semi-Finals and Final shall be released 3 days prior to the competition.*

The problem for the Preliminary Round has been provided below.

**Problem Interpretation:** Teams are required to base their strategies solely on the information provided in the mediation problem. Negotiating Teams and Mediators are prohibited from introducing new facts or modifying existing ones within the mediation problem. However, they are permitted to draw reasonable conclusions from the given facts. Deviating from a sensible interpretation of the case may lead to penalties. Should there be any uncertainties or questions about the interpretation of any aspect of the competition, the decision of the organizing committee shall be considered final and binding. The organizing committee retains exclusive authority over all matters related to the competition's problems.

## Confidential Information

Confidential information specific to each team will be provided 30 minutes prior to their respective rounds. Along with the confidential information teams will be informed about the sides they will be representing.

**Confidentiality Obligation:** Participants must not reveal confidential information to any other participating team during the competition. Any disclosure made to other participants before or after their round will result in immediate disqualification without the possibility of appeal

## Mediation Plan

All participating teams, on completing the registration process, shall submit their mediation plan for prelims.

Every team shall mandatorily submit the mediation plan, failure of which will result in the deemed withdrawal of the respective team's registration.

The mediation plan shall be prepared as per Annexure A.

Formatting of the mediation plan shall be done in font type Times New Roman with a font size of 14 for headings and 12 for the main text. The body of text shall be justified and Line Spacing shall be 1.5. For each round 2 hard copies of mediation plan is mandatory.

**The soft copy of mediation plan shall be submitted on or before (27/03/2025) 12:00 pm on given link. ---> [LINK](#)**



## Private Caucus

During the mediation session, either the parties or the mediator can call for a private caucus. rests with the Mediator(s). A private caucus involves a confidential meeting between the mediator(s) and one of the disputing parties, without the presence of the other party. This setting allows for an open and frank discussion of issues, concerns, and potential solutions.

The mediator(s) have the autonomy to call for a private caucus based on their judgment of what would best serve the interests of the parties involved. The Mediator(s) must conduct at least one private caucus during the session to ensure the progression of the mediation process.

Parties may also express their preference for a private caucus, and such requests should be considered by the mediator(s) in the spirit of facilitating constructive dialogue.

The use of private caucuses is a strategic tool in the mediation process, allowing the mediator(s) to effectively guide the parties toward a mutually acceptable resolution. The mediator(s) should ensure that these sessions are conducted in a manner that respects the confidentiality and integrity of the mediation process.

The caucus will be conducted in same room.



## Ranking & Tie-Breakers

The ranking and selection of Negotiating Teams and Mediators will primarily be based on overall scores.

In case of a tie in the score of two or more Negotiating Teams during the Preliminary or Knock Out Rounds, the advancing team shall be determined by (i) the total number of score sheets designating 'wins,' and (ii) the highest number of points scored during the joint session.

In case of a tie in the score of two or more Mediators during the Preliminary or Knock Out Rounds, the advancing Mediator shall be determined by (i) the highest number of scores secured during Caucus, and (ii) the highest number of points scored in the Opening and Closing Statement.

If the tie is not resolved by the aforementioned methods, then the team advancing to the next round.

## Penalties

In the event of a rule violation, the Organizing Committee reserves the right to impose penalties. These may include a deduction of points or, in more severe cases, disqualification of the entire team from the competition. If a team member fails to adhere to the directives of the Organizing Committee, the team may face penalties as determined by the Judges overseeing the respective Round.

Teams that are subject to potential penalties will be granted a fair opportunity to present their case and explain why the penalty should not be applied.

**Decisions made by the Organizing Committee regarding penalties are conclusive and binding. All participants must familiarize themselves with the rules and follow them diligently to maintain the integrity of the competition.**

# Marking Criteria : Mediator

<b>Serial No.</b>	<b>Criteria</b>	<b>Allotted Marks</b>
<b>1</b>	<b>Opening statement (Covers the introduction to the concept of mediation, clarification of mediator roles, the establishment of basic rules, and a clear outline of the mediation process)</b>	<b>20</b>
<b>2</b>	<b>Collaboration with Fellow Mediator (Working in harmony with the fellow mediator throughout the session, providing support as needed)</b>	<b>20</b>
<b>3</b>	<b>Application of Mediation Techniques (Demonstrates active listening, fosters trust in both joint and Caucus, ask pertinent questions, grasps the underlying interests of the parties, and remains impartial at all times)</b>	<b>20</b>
<b>4</b>	<b>Management of Private and Joint Sessions (Focus on the confidentiality aspect, effective information collection, distinguishing between the parties' interests and their stated positions, and managing the collective session efficiently)</b>	<b>20</b>
<b>5</b>	<b>Advancements made in the Resolution Process</b>	<b>20</b>



# Marking Criteria: Negotiating Pair

<b>1</b>	<b>Opening statement (This encompasses the clear presentation of facts, outlining of interests, objectives, and the agenda for mediation)</b>	<b>20</b>
<b>2</b>	<b>Negotiation Abilities (This includes the capacity for problem resolution, leveraging mediation services to overcome deadlocks, gathering relevant information, and the strategic use of questioning)</b>	<b>20</b>
<b>3</b>	<b>Strategic Approach in Negotiation (This covers the strategic revelation and application of confidential data, prioritizing the client's interests, and the tactical use of private caucus sessions)</b>	<b>20</b>
<b>4</b>	<b>Innovative Problem Solving (This involves the generation of creative options and solutions, testing the viability of proposed solutions, and the degree of cooperation with the opposing party)</b>	<b>20</b>
<b>5</b>	<b>Teamwork (This pertains to the collaboration between the client and counsel, ensuring clear communication within the mediating duo, and distinct separation of roles)</b>	<b>20</b>

## Awards



Winning Negotiating Pair: 20,000

Runner up Negotiating Pair: 15,000

Best Mediator : 15,000

Runner Up Mediator: 10,000

Best Negotiating Pair from prelims round : 6,000

Best Mediator from Prelims: 4,000



### Additionally:-

#### **1. Manupatra:-**

**Winning Negotiating Pair – 100% discount on a course of their choice.**

**Runner-up Negotiating Pair – 50% discount on a course of their choice.**

**Best Mediator – 25% discount on a course of their choice.**

**Runner-up Mediator – 25% discount on a course of their choice.**

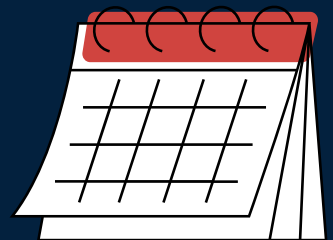
Course Guide Link - [CLICK HERE](#)

#### **2. Lawctopus:-** coupon codes worth

- ₹7,800 for the Best Mediator on ADR Course
- ODR Course (₹2,800) for the Runner-up Mediator

## Important Dates

- Competition Dated - 28th-30th March, 2025
- Provisional Reg Date- 30th Jan - 28th Feb,2025
- Final Registration Open - 1st March, 2025
- Final Registration Close - 15th March
- Last Date of Clarification - 24th March, 2025
- Release of Clarification - 26th March, 2025
- Submission of Mediation Plan - 28th March, 2025 (hardcopy + 2 set of each round.)
- Inauguration, Prelims 1 & Prelims 2 - 28th March, 2025
- Quarter & Semi - 29th March, 2025
- Final & Valedictory Ceremony - 30th March, 2025
- Social Gathering - 30th March, 2025



# Mediation Problem - Prelims

## PRELIMINARY ROUND:1

### General Information

Mediation Case: The Gupta Family Business Dispute

The Gupta family owns Gupta Exports Pvt. Ltd., a successful textile manufacturing business based in Mumbai, established by Mr. Ramesh Gupta in 1985. The business flourished under Mr. Ramesh's leadership, and he was assisted by his only son, Arjun Gupta, who has been actively involved in the company's operations for over 15 years. Arjun managed the production lines, oversaw supplier relationships, and handled labor management. Mr. Ramesh's daughter, Nisha Mehta, who resides in Delhi after her marriage, contributed to the business by leveraging her network to secure international clients and expand the company's export division. The dispute between Arjun and Nisha arose after Mr. Ramesh suffered a stroke in 2024 and decided to step back from the business. In his proposed succession plan, he declared that both Arjun and Nisha would receive equal ownership of Gupta Exports Pvt. Ltd. However, this decision sparked multiple conflicts between the siblings regarding ownership, leadership, and property division. Arjun firmly opposes Nisha receiving an equal share of the business, claiming that he has been the driving force behind its operational success. Arjun highlights that he managed the company's day-to-day operations, including negotiating with suppliers, overseeing factory production, and resolving labor disputes. He further emphasizes that during the financial crisis of 2015, he invested ₹25 lakh of his personal savings to pay supplier dues and employee salaries, which prevented the business from collapsing. He claims that his hands-on involvement and personal sacrifices make him entitled to a larger share. Nisha, however, argues that her contributions, though less visible, were instrumental in expanding the company's market reach. She presents records showing that she secured contracts with major international retailers such as Hudson Mills (USA) and Westfield Textiles (UK), which led to a 40% increase in export revenue.

Nisha also played a pivotal role during the COVID-19 pandemic by introducing digital marketing strategies and establishing an e-commerce platform, which accounted for 30% of the company's revenue during that period. She insists that business growth is not solely about operations but also about market expansion and strategic partnerships, and therefore, her contributions merit equal ownership. Nisha believes that Arjun is undermining her contributions, holding a biased view that, as a woman married into another family, she is less entitled to a stake in Gupta Exports Pvt. Ltd. The conflict has escalated with both parties accusing each other of undervaluing their efforts. Arjun has publicly stated that Nisha's contributions were "part-time" and lacked the commitment required for ownership. He further accuses Nisha of playing the "women card" or "victim card" by portraying his opposition as gender bias, rather than acknowledging the difference in their levels of involvement and dedication to the business. Furthermore, Nisha feels Arjun is trying to sideline her simply because she was not involved in factory operations. Mr. Ramesh proposed that Arjun should take over as the Managing Director (MD) due to his operational experience, with Nisha serving as the Director of Marketing. Arjun supports this proposal, asserting that his deep understanding of the company's internal processes, from production to logistics, makes him the natural choice for leadership. He further argues that suppliers and long-term clients trust his leadership and that continuity is essential for stability. Nisha, however, objects to this arrangement, arguing that leadership requires vision beyond daily operations. She proposes a co-leadership structure where both would serve as joint managing directors. Nisha advocates for modernizing the company by focusing on digital expansion, sustainable textile production, and direct-to-consumer (D2C) sales. She believes Arjun's traditional management style is outdated and that his reluctance to adopt new technologies will hinder the company's growth.

Tensions between them escalated when Arjun unilaterally signed a three-year supply contract with a vendor without consulting Nisha, claiming that such decisions fall under his operational authority. Nisha opposed the deal, stating it locked them into unfavorable terms that could stifle their ability to pivot to eco-friendly materials—a growing demand from their international clients. The dispute over leadership has led to operational gridlock, with suppliers and employees caught in the crossfire. The company's performance has begun to suffer, and employees have reported confusion over decision-making, as both siblings have issued conflicting directives. Fearing prolonged delays, mounting legal costs, and the potential exhaustion of company resources in a lengthy litigation process, Nisha Mehta proposed that they attempt mediation to resolve their disputes amicably. She expressed her desire to preserve both the family's legacy and the business their father built while ensuring a fair resolution to their differences. Recognizing the toll that continued conflict was taking on the company's operations and their personal relationship, Arjun Gupta agreed to the proposal.

Requesting Party: Nisha Mehta

Responding Party: Arjun Gupta

## PRELIMINARY ROUND:2

### General Information

#### Mediation Problem: Breaking the Glass Ceiling

Ananya Malhotra and Vikram Mehta co-founded AV Luxe Interiors, an elite interior design firm based in Bangalore. They were unstoppable when they started. Ananya, a talented designer, had a sharp eye for luxury and detail, while Vikram, with his business acumen, ensured their company secured high-profile projects. They were an ideal team—she brought creativity, he brought strategy.

In the early years, decisions were made together. They would brainstorm over coffee, debate ideas, and celebrate every milestone as equals. But as the company grew, so did Vikram's control over major decisions. He handled client negotiations, finances, and contracts, leaving Ananya with little say beyond design. She started noticing that he would finalize deals without consulting her, approve cost-cutting measures that compromised her vision, and insist on projects that focused more on profit than creativity.

Ananya felt like she was losing her place in her own company. Clients started approaching Vikram directly for decisions, and employees stopped running ideas by her, assuming that Vikram had the final word. Her role became limited to designing, while Vikram handled everything else. When she objected, he dismissed her concerns, saying she was too emotionally attached to her designs and needed to think "like a business owner, not an artist or a typical woman."

Things took a sharp turn when Ananya was nominated for an international design award, a recognition she had dreamed of for years. The award brought her individual attention, separate from AV Luxe Interiors. Excited by the opportunity, she proposed expanding internationally, taking on projects in Dubai and Singapore. She believed this was their chance to go global, compete with top firms, and elevate their brand.

But Vikram shot down the idea immediately. He argued that expanding overseas was too expensive and risky, and they should focus on strengthening their position in India.

He accused Ananya of chasing personal fame instead of thinking about the company's stability. Ananya, on the other hand, felt Vikram was insecure about her recognition and was deliberately holding her back.

Then came the final blow. A ₹20 crore contract with a luxury hotel chain was signed—without Ananya's input. When she saw the final designs, she was shocked. The project had none of her creative touch; it was a safe, commercial design, lacking the unique flair that made AV Luxe Interiors stand out. For the first time, she felt like she was being pushed out of her own company.

When media reports praised Vikram's leadership for securing the deal, rumors spread that he was the real decision-maker and Ananya was just the company's brand face. Humiliated, she confronted Vikram, demanding to know why he had sidelined her. The argument escalated into accusations and personal attacks—Ananya accused Vikram of stealing her voice, while Vikram called her reckless and unrealistic.

After weeks of tense silences and bitter exchanges, both have agreed to mediation. The conflict is no longer just between them, it is affecting employees, clients, and the company's reputation. Some employees side with Ananya, believing her creativity is what made the firm successful. Others support Vikram, saying his leadership kept the company stable. Key clients are sensing the rift between the co-founders, making them hesitant about working with AV Luxe Interiors.

Ananya wants her voice back in decision-making—or a fair exit if things cannot be resolved. Vikram believes his decisions have kept the company profitable, and he is unwilling to take risks based on personal ambition.

If this dispute turns into a legal battle, the company could face major financial losses and public scrutiny. The mediation is their chance to find a way forward before everything falls apart.

Realizing the stakes, both Ananya and Vikram have agreed to mediate in hopes of finding a mutually acceptable solution. Whether it leads to a revived partnership, a restructuring of roles, or an amicable separation remains to be seen.

Requesting Party: Ananya Malhotra

Responding Party: Vikram Mehta

### **Submission Guidelines for Mediation Plan;-**

1. All teams participating in the ICFAI Mediation Competition must submit two Mediation Plans, one on behalf of each party to the mediation. The strategies must be prepared strictly in the prescribed format provided. Teams are not permitted to alter the format in any way; however, they may adjust the space allocated within the table for specific sections as needed.
2. Each Mediation Strategy must not exceed two pages, and exceeding this limit will result in a **deduction of 5 marks per extra page**. Teams must ensure compliance with this requirement to avoid penalties. No defenses for delayed submissions, including but not limited to technical glitches, internet disruptions, or software malfunctions will be considered. **A penalty of 10 marks per hour will be imposed for late submissions**. No submissions will be accepted beyond 12 hours past the stipulated deadline, and such cases will be treated as non-submissions.
3. Failure to submit the Mediation Strategies within the permissible timeframe will result in the team being debarred from participating in the competition.
4. Teams are strongly advised to submit their Mediation Strategies well before the deadline to avoid penalties. For any clarifications regarding the submission process, they should reach out to the Organizing Committee in advance.



## Clarification

All queries regarding the competition must be submitted in writing to the designated email address [events.ceadrl@gmail.com](mailto:events.ceadrl@gmail.com) with the subject line "Clarification to the competition problem". Responses to queries will be circulated to all participating teams to ensure transparency. The last date to seek clarification is 24th March, 2025 before 11:59 PM. The clarifications shall be released on 26th March, 2025.

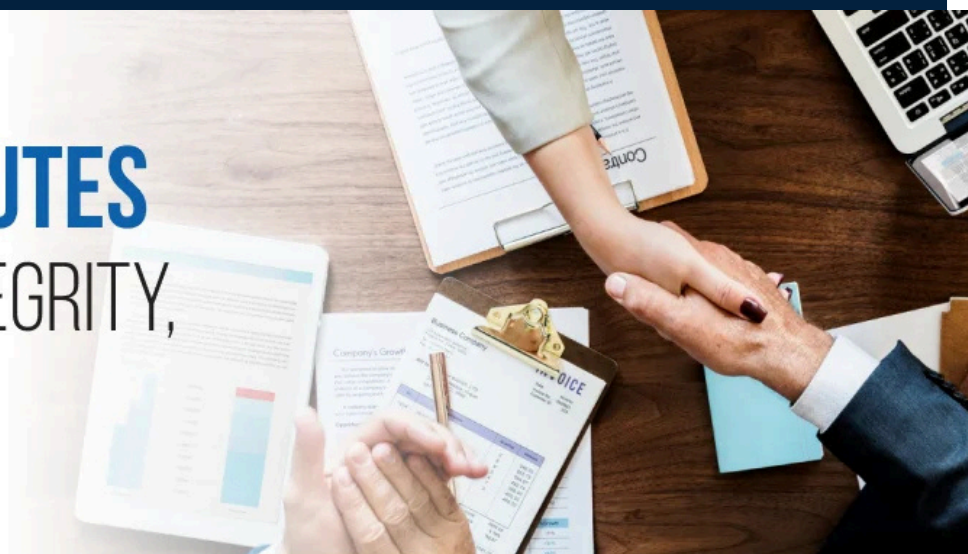
Clarifications can be sought only by the teams short-listed for the Competition. Clarifications can be requested only for ambiguity or possible errors, but not to inquire about further information, as the Problems are self-contained.

## Grievance Redressal

We understand the importance of addressing your concerns promptly and efficiently. We are committed to resolving your concerns and providing a satisfactory resolution. For any further information or if you have any grievances, kindly contact the numbers provided :-

**\*\* In the event of any ambiguity arising during the mediation competition, the decision of the organizing committee shall be final and binding.**

**RESOLVING DISPUTES**  
WITH PRECISION, INTEGRITY,  
AND EXPERTISE



# Annexure A



## 2ND THE ICFAI NATIONAL MEDIATION COMPETITION-2025

28th-30th March, 2025

### Mediation Plan

Team Code:

Preliminary/Quarter/Semi-final/Final:

Party:

Core Issues:-What are your main interests? What brings you to the mediation?

#### **Know your ZOPA (Zone Of Possible Agreement)**

*Your goals (financial and other) Their goals (financial and other)*

My high expectation is: They will be hoping for:

The minimum we expect is (and why): The minimum they will expect is (and why):

**Know your Alternatives – BATNA / WATNA If mediation fails, is litigation an alternative? How does it weigh? Any other alternatives?**

*Your perspective:*

*Their perspective:*

Your costs to date:

Their costs to date:

Your costs in court:

Their costs in court:

Your chances of winning/losing at trial:

Their chances of winning/losing at trial:

Your hidden costs - eg. Management of time, finances - of going to trial:

Their hidden costs – eg. management of time, finances - of going to trial:

**Strings attached?**

Are there any consequences to reputation or existing relationships that depend on the conclusion of the mediation?

*With the other party / third parties*

*What is at stake for them to lose?*

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**Timelines and deadlines** Are there any timing issues that may force or retard agreement?

<i>For You</i>	<i>For them</i>

**Mutual problem-solving**

What offers can you make to the other side that cost you little and they might value highly and vice versa?

<i>What could you offer?</i>	<i>What might the opposite party offer?</i>