



MOLLY DARSOW

Mediation Facilitation Conflict Coaching

 612 481 8111

 stillwatersmediation@gmail.com

QUALIFICATIONS

Qualified Neutral under Rule 114 of the Minnesota General Rules of Practice,

- Civil Facilitative/Hybrid
- Family Law Facilitative/Hybrid

EDUCATION

MS Certificate Counseling
Winona State University

MS Human Services
Argosy University

BA Conflict Studies
Hamline University

LICENSES AND APPOINTMENTS

Board Member, Alternative Dispute Resolution Section
Minnesota State Bar Association
May 2025 - Present

Licensed Alcohol and Drug Counselor
MN Board of Behavioral Health
Voluntarily Retired 2024

Short Call Substitute Teacher License
MN Professional Educator Licensing and Standards Board
January 2021 - Present

MEDIATOR PROFILE

Molly Darsow is a mediator and facilitator specializing in civil and family disputes where communication breakdown, stress, or complex interpersonal dynamics make resolution difficult. Her practice often includes conflicts involving families, caregiving responsibilities, estate and planning conversations, and disputes arising during periods of illness, loss, or transition.

Molly uses a facilitative and hybrid mediation approach focused on helping parties clarify interests, improve communication, and reach practical, durable agreements. Her background in behavioral health and conflict resolution allows her to work effectively in matters involving heightened emotions or challenging interpersonal dynamics.

EXPERIENCE

Aug 2024 - Present
Still Waters Mediation, LLC

Mediator & Owner

- Facilitate structured mediation sessions designed to clarify issues, identify interests, and support negotiated resolution.
- Conduct mediated family meetings involving caregiving decisions, shared responsibilities, and planning conversations among adult siblings and other family members.
- Provide conflict coaching for individuals involved in ongoing disputes

Sep 2024 - Present
Dispute Resolution Center

Volunteer Mediator

- Housing, Conciliation, Harassment Court for Ramsey County Court

PROFESSIONAL BACKGROUND

Molly has over 10 years of experience in behavioral health and addiction counseling roles, where she regularly facilitated difficult conversations among individuals and families experiencing high levels of stress and conflict.

Her work involved individual coaching, individual counseling, group facilitation and supporting collaborative decision-making in emotionally charged situations. This experience informs her mediation practice, particularly in disputes involving family dynamics, stress, and grief.

AVAILABLE FORMATS

In Person

Zoom

Half or Full Day



MOLLY DARSOW

MEDIATION – FACILITATION – TRAINING –
CONFLICT COACHING – SPEAKER

Bridging the Divide: Mediation Skills for Supporting Families in Disputes

OVERVIEW

Healthcare and aging-services professionals regularly encounter families struggling with complex decisions related to serious illness and end-of-life care. These situations are often emotionally charged, with differing perspectives, unclear communication, and heightened stress contributing to conflict.

This presentation introduces practical mediation and conflict coaching skills that professionals can use to reduce tension and support more effective family communication. Participants will gain tools to recognize common sources of dispute, respond to conflict more intentionally, and identify when mediation may be an appropriate and helpful referral.

AUDIENCE

Social workers, Healthcare professionals, Care coordinators, Case managers, Aging services professionals

LEARNING OBJECTIVES

- Recognize common sources of family conflict in healthcare and end-of-life contexts
- Apply simple, effective de-escalation strategies in real time
- Support clearer, more productive family communication
- Navigate emotionally charged interactions without escalating tension
- Identify when mediation or conflict coaching may be an appropriate referral

PRESENTER

Molly Darsow is a qualified neutral under Rule 114 of the Minnesota Rules of General Practice for civil and family mediation. She provides mediation, facilitation, conflict coaching, and training, with a focus on high-emotion family dynamics, caregiving, and end-of-life contexts. Molly's background in human services and addiction counseling informs her practical, grounded approach to helping individuals and professionals navigate conflict with clarity and compassion.

FORMAT OPTIONS

- 60 to 90 minute workshop
- Available in-person or virtual

Available for conferences, professional trainings, and
customized organizational workshops.

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MOLLY DARSOW

MEDIATION – FACILITATION – TRAINING –
CONFLICT COACHING – SPEAKER

Peace of Mind Planning: Talking with Your Family About Your Estate Plan

OVERVIEW

Estate planning can provide clarity and peace of mind, yet conversations about these decisions are often avoided due to discomfort, emotion, or fear of conflict. When left unspoken, even well-crafted plans can lead to confusion, misunderstandings, or strained relationships.

This presentation helps individuals and families approach estate planning conversations with greater confidence and intention. Participants will learn how to talk through real-life scenarios, clearly communicate their wishes, and navigate emotional reactions in ways that reduce the risk of future conflict and preserve important relationships.

AUDIENCE

Individuals and families engaged in or considering estate planning

LEARNING OBJECTIVES

- Initiate estate planning conversations with clarity and confidence
- Communicate wishes in a way that reduces misunderstanding and conflict
- Anticipate and respond to emotional reactions from family members
- Navigate sensitive topics such as fairness, roles, and expectations
- Support more productive, relationship-centered family discussions

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MEDIATION – FACILITATION – TRAINING –
CONFLICT COACHING – SPEAKER

WHEN GRIEF BOILS OVER: NAVIGATING CONFLICT DURING CHALLENGING TIMES

OVERVIEW

Caring for a loved one through serious illness or end-of-life often brings intense emotions, including guilt, fear, grief, and uncertainty. These emotional pressures can strain even strong family relationships, leading to conflict at the very moments when connection matters most.

This workshop equips participants with practical tools to stay grounded, communicate more effectively, and navigate difficult family dynamics with greater clarity and intention. Drawing from mediation practice and real-world experience, participants will learn how to reduce tension, respond rather than react, and support healthier interactions during some of life's most challenging moments.

AUDIENCE

Caregivers and those supporting families through illness or loss

LEARNING OBJECTIVES

- Recognize common sources of conflict in caregiving and end-of-life situations
- Use simple, effective techniques to stay calm in emotionally charged interactions
- Respond to strong emotions (their own and others') with greater intention
- Navigate difficult family dynamics without escalating tension
- Support more constructive, connection-focused conversations

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