

The Center for
Alternative
DISPUTE RESOLUTION'S

2008 Annual Conference

*Managing Conflict and
Removing Barriers to
Collaborative Decision Making*

June 19-20, 2008

**Martin's Crosswinds
Greenbelt, MD**

Wednesday, June 18, 2008
Pre-Conference Workshop (Full Day)
9:00 a.m. - 5:00 p.m.

I. Oppression Centric Pedagogy: A "Better Mouse Trap" for Conflict Theory, Practice, and Professional Training

This workshop advances a generic skill set for recognizing and responding to systemic forms of oppression through the use of decision-making, problem solving and policy/system analysis. The core principle of the methodology documents that oppression is not an isolated, unusual or "evil" activity, but an ontological feature of the human situation and culture. Understanding the basic framework can be the "master key" for decoding conflict's origin and maintenance's needs.

William R. (Bill) Jones
Professor Emeritus of Religion and Director of Black Studies at Florida State University

Pre-Conference Workshops

Morning

9:00 a.m. - 12:30 p.m.

II. Peacemaker in a Sick Society: the Role of Conflict in Defining Group and Organizational Identity

How often have you encountered a group or organization that seemed to be in a state of habitual, and seemingly unproductive, conflict? Again and again, issues are brought to the forefront and apparently addressed, only to resurface over and over within the same group as if they had never been addressed at all. This interactive course will examine the ways in which groups and organizations utilize conflict as a tool for affirming identity, defining norms, and standardizing in-and-out group dynamics. We will also examine the role of the mediator/peacemaker within dysfunctional organizations as a dynamic change agent and as an impediment to problem resolution.

Linda M. Brothers, Associate Ombudsman
Center for Cooperative Resolution
National Institutes for Health

III. Mindfulness in Mediation - Cultivating Self-Awareness and Self-Control

Athletes tone their muscles between matches. What do mediators do between mediations to keep their skills tack sharp? This workshop hopes to fill this need, by raising participants' knowledge of the standards of conduct for mediators to a new level—experiential-- and offering a set of skill building exercises that can be performed literally anywhere and at anytime. The workshop draws inspiration from the Four Foundations of Mindfulness instruction manual prepared by the Buddha some 2,500 years ago. Participants will learn to: 1) Draw connections between inter-personal conflict and inner-personal conflict; 2) Stay in touch with felt experience in the present moment; 3) Train the mind to remain quiet, open, alert and attentive; 4) Empower the CEO (Chief Ethics Officer) within; 5) Catch hindrances beneath their camouflages before they cause harms; 6) Defuse new momentum to strong feelings; 7) Foster relaxation and concentration; 8) Develop appreciation for silence; 9) Enhance creativity; and 10) Practice patience.

Tuan Pham, MBA
Workplace Mediation Advanced Practitioner

Pre-Conference Workshops

Afternoon

1:30 p.m. - 5:00 p.m.

IV. The Right Conversation in The Wrong Mood Is Never The Right Conversation

Do you listen differently when you are in a mood of anger, than when you are in a mood of joy or playfulness? Do you interpret things differently when you are in one of these two very different moods? We don't always "see" the mood we are in and we are frequently unaware of how it is impacting our conversations (how we listen and interpret). In this session you will learn that our physical bodies are not disconnected from our moods/emotions and how we speak or listen, and interpret. Our posture and how we move through space is not innocent. It is connected to how we listen, how we interpret and how we observe our possibilities in life. When we can

change one of the three, the other two will begin to shift to accommodate.

Learn how to increase your awareness of moods and emotions and the impact they have on conversations and the possibilities we see available to us. Begin to build a repertoire of "moves" for yourself that will allow you to design the mood of the conversation and open new possibilities. Remember, "the right conversation in the wrong mood is never the right conversation!"

Natalie Allio

Professional "Corporate Life" Coach

V. Arbitration Advocacy: Preparing for the Effective Presentation of Your Case in Arbitration

This workshop is designed for labor relations professionals, who have not had formal legal training and have had some, but not extensive, experience in the labor arbitration process. Those who would benefit from the workshop include: labor relations specialists, local presidents, human resources specialists, and shop stewards. Those persons who may be directly involved in the investigation and preparation of the case for arbitration will find this workshop filled with practical "can-use" information that can be immediately applied in your day-to-day work. Those, who both prepare the case and present it, will find additional and effective tools that will make the preparation of your case even more efficient and effective. Learn how an arbitrator thinks and what influences her/him.

The workshop will focus primarily on discipline and discharge cases- i.e., the nature of just cause. The workshop will be interactive in that the workshop attendees will be asked to participate in simulated exercises, guided discussions, as well as, to listen to brief lectures on specific topics. There also will be a time during the workshop for the participants to hear the responses to the questions that they always wanted to ask an arbitrator. **Workshop participants will be asked to submit their questions in advance of the workshop session.**

Homer C. La Rue

Arbitrator, Mediator, Professor of Law

VI. Somatic Skills for Conflict Resolvers

Exposure to conflict can evoke stress and even trigger detrimental physiological responses. Conflict resolvers directly experience these negative effects during conflict interventions but are not trained on how to manage their own physical/somatic responses to conflict. This half-day workshop will help conflict resolvers learn physical skills that will enable them to counteract the negative effects of stress and the fight-or-flight response experienced during conflict interventions. Learning these skills, which are derived from the Japanese martial art of Aikido, will drastically improve the performance of conflict resolvers when faced with these stressful situations. **Registration is limited to 20 participants.**

Stephen Kotev

Dispute Resolution Practitioner

Save-the-Dates

**The Center for ADR's
2009 Annual Conference
June 18-19, 2009**

Conference Schedule

Thursday, June 19, 2008

8:00 – 9:00 a.m. **Registration**

9:05 a.m. **Welcome and Plenary**

John Wolfe, Ph.D.
Associate Vice Chancellor for Academic
Affairs/Diversity and Academic Leadership
Development, University System of Maryland

Lynn Sylvester, Commissioner
Federal Mediation and Conciliation Service
Washington, DC

Marialuisa S. Gallozzi, Esq.
Partner, Covington & Burling LLP
Washington, DC

Concurrent Workshops 1

9:30 a.m. – 11:00 a.m.

1.1 Engaging Identity Based Conflicts: Techniques for When the Issues Facing the Parties Run Deep

Meghan Clarke, Associate
The ARIA Group

1.2 Trouble in Paradise: Resolving Conflict in Common Ownership Communities

The Honorable Delores G. Kelley
Maryland State Senator, District 10
Lou Gieszl, Deputy Executive Director, Maryland
Mediation and Conflict Resolution Office (MACRO)

1.3 Making Space for Everyone: The Diversity Journey at Goddard

Sharon M. Wong, Special Assistant for Diversity
NASA/Goddard Space Flight Center

1.4 Community-Based Environmental Conflict Resolution

Laura Bachle, AICP
Conflict Prevention and Resolution Center
Environmental Protection Agency

1.5 Mediator Excellence and Self-Awareness

Rachel Wohl, Esq.
Executive Director, MACRO
Cheryl Jamison, Esq.
Quality Assistance Director, MACRO

Concurrent Workshops 2

11:10 a.m. – 12:40 p.m.

2.1 Using Executive Coaching Skills to Manage Conflict

Susan M. Hahn, Founder & President
Swan Consulting Group, Inc.
Marvin E. Johnson, Professor and Executive Director
Center for Alternative Dispute Resolution

2.2 Do Negotiators Have a Conscience? Research on Moral Hypocrisy, Moral Reasoning and the Influence of Religious Background on Negotiation Behavior

Jane Juliano
Juliano & Associates, PC
Visiting Clinical Mediator, Harvard Law School

2.3 Diversity and ADR Panels

Homer C. La Rue
Co-Founder, ACCESS ADR

The Honorable Timothy K. Lewis
Member of the Board of Directors and
Chairman of the Advisory Committee on Diversity
American Arbitration Association

Vella Traynham
Director, Arbitration Notice Processing Services
Federal Mediation and Conciliation Service

Kenneth L. Andrichik, Senior Vice President
Director of Mediation and Business Strategies
FINRA Dispute Resolution

Julie Crotty, Assistant Director of Mediation
FINRA Dispute Resolution

National Arbitration Forum (*Individual to Be
Announced*)

2.4 Inviting Public Officials to the Dance: Public Policy Collaborative Case Studies - Maryland and Virginia

Frank Dukes, Director
Institute for Environmental Negotiation
University of Virginia
Ramona Buck, Public Policy Director, MACRO

2.5 An Examination Of Conflict Prevention And Management Tools Used On Mega Projects In The Construction Industry

Brian Polkinghorn, Ph.D.
Executive Director, Center for Conflict Resolution
Salisbury University
Frank Carr, Senior Practitioner
Center for Conflict Resolution and Partner with CRS

Luncheon and Mini-Plenary 12:45 p.m. - 3:00 p.m.

"Dealing with Personality Disorders and Dysfunctional Emotions in Mediation: Who Are These People and Why Won't They Behave?"

Kathie Nichols, Ph.D., ABPP
Director of Child Services, Lakemary Center
Patrick Nichols, J.D., Partner
Associates in Dispute Resolution, LLC

Concurrent Workshops 3 3:10 - 4:40 p.m.

3.1 Working with Unions: Building Positive Partnerships for Alternative Dispute Resolution

Dan Krieger, ADR Program Manager
Office of the Director
NASA/Goddard Space Flight Center

3.2 Why Are We So Good at Changing Our Minds? Hear the Latest Findings in Cognition and Neuroscience about the Human Capacity to Form and Revise Beliefs

Michelle Obradovic, Law Professor and Mediator

3.3 Conflict and Collaboration for Educational Equity: The Role of an NAACP Unit Education Committee in Rural Virginia

John L. Johnson, Ed.D.
Co-Chair, NAACP Unit 7126 Education Committee
Kimberly Fauntleroy, Co-Chair
NAACP Unit 7126 Education Committee
Westmoreland County, Virginia

3.4 Three Views on Public Policy Facilitation: Don't Quit Your Day Job

Kevin Bryan, Mediator
Meridian Institute
Dan Dozier, Esq.
Press and Potter, LLC
Kimberly Vogel, Esq.
Mediation and Facilitation

3.5 Dealing with Attorneys in Mediation

Angelia J. Tolbert, Esq.
ACCESS ADR Fellow and
President, Absolute Resolution Services, Inc.

Friday, June 20, 2008 Concurrent Workshops 4 8:30 a.m. - 10:00 a.m.

4.1 Colliding Spheres of Dispute Resolution: Toward A Unified Field Theory of ADR

David A. Hoffman, Esq.
Boston Law Collaborative, LLC

4.2 How Ethics Can Reduce Global Warming in the Workplace

Tazewell Hubbard, III, J.D.

4.3 Intro to Restorative Practices in Schools

Tajae Gaynor, Supervisor of School-Based Programs
Westchester Mediation Center of Cluster Community Services

4.4 Mediation of High Conflict Disputes: Understanding What's at Stake

Andrea N. Padley, Managing Attorney
Domestic Violence Legal Services for the YWCA of
Anne Arundel County
Other Panel Members to Be Announced

4.5 Toward Peacemaking, a Navajo Dispute Resolution Model

Robert W. Redsteer, Director
Agriculture and Peacemaking Projects
DINE, Inc.

Concurrent Workshops 5 10:10 a.m. - 11:40 a.m.

5.1 Facilitation Skills for Effective Group Decision Making

Andrew Thomas, President
ALT Associates

5.2 Off to See the Mediator . . . Dorothy, You Are Not in Kansas Anymore: Who Is Behind the Curtain and What Are They Doing to Us?

Stephen K. Erickson
Marilyn McKnight
Erickson Mediation Institute
Marvin E. Johnson
Professor and Executive Director
Center for Alternative Dispute Resolution

5.3 Communicating Collaboratively in Cyberspace: Exploring the Crossroads of Technology and Conflict Resolution

Don Greenstein, Sr. Mediator/Sr. Facilitator
The Keystone Center
David A. Hoffman, Esq.
Boston Law Collaborative, LLC

5.4 What You Need to Know About Circuit Court ADR Programs

Jennifer Bowman, Circuit Court for Howard County
Civil Case Coordinator

Jennifer Cassel, Circuit Court for Anne Arundel
County Family Law Administrator
Ronna Jablow, Circuit Court of Baltimore City
ADR Coordinator
Joy Keller, Circuit Court of Baltimore County
Differentiated Case Management/ADR Coordinator

5.5 African American Social Theory: Untapped Resources for Conflict Matters

William R. (Bill) Jones
Professor Emeritus of Religion and Director of
Black Studies at Florida State University

Luncheon and Mini- Plenary 11:50 a.m. - 2:00 p.m.

"Native Nations and the Spirit of Reconciliation: The Global Context of Indigenous Peacemaking"

Rebecca Tsosie, Professor of Law
Executive Director, Indian Legal Program
Arizona State University

Concurrent Workshops 6 2:10 p.m. - 3:40 p.m.

6.1 Strengthening the Voices That Don't Get Heard (and Need to Be)

Mary Jacksteit, Facilitator and Consultant
Associate, Collaboration DC

6.2 Mediating Effectively -- Mindful Leadership for Mediators and Advocates in Preparing for and Convening Mediation

Daniel Bowling, ADR Program Staff Attorney
US District Court for Northern California
Don Greenstein, Sr. Mediator/Sr. Facilitator
The Keystone Center
Robert C. Fisher
Fisher Collaborative Services, LC

6.3 Improving Your People Skills at the Bargaining Table

Lynn Sylvester, Commissioner
Federal Mediation Conciliation Service

6.4 Understanding the Issues and Challenges of Mediating Complex, Multi-Party CINA Cases

Dusty Rhoades, Mediator
Seri Wilpone, Esq., Legal Aid Bureau, Inc. (Calvert County)

6.5 Using Storytelling as One Avenue in Conflict Management

Corrine Skye KillsPrettyEnemy (Hunkpapa/Lakota)
Doctoral Candidate/Executive
Leadership Program The George Washington University

**3:45 - 4:45 p.m. General Session -
 "Values and Choices"**

Tajae Gaynor
Marvin Johnson
Homer La Rue

**5:00 - 6:30 p.m. Gregory Sobel Annual
 Reception**

Co-sponsored by (as of this printing): *ACCESS ADR*,
the International Academy of Mediators and the
Mediators of Color Alliance Network (MOCA)

Registration Information

Conference (2-days):

Early Registration by May 15	\$285
Late Registration after May 15	\$360
Registration on-site after June 13	\$380

Pre-Conference - Half-Day (Morning or Afternoon):

Early Registration by May 15	\$100
Late Registration after May 15	\$155
Registration on-site after June 13	\$185

Pre-Conference - Full-Day or Morning and Afternoon:

Early Registration by May 15	\$190
Late Registration after May 15	\$250
Registration on-site after June 13	\$285

Registration: After **June 13, 2008**, registrations will not be accepted by fax or mail. You must register on-site. There will be a \$10 processing fee for all training/purchase orders. A letter providing additional information and registration confirmation will follow receipt of written registration and payment. Contact the Center at (301) 313-0800, fax (301) 313-0033 or visit our website at www.natlctr4adr.org.

Cancellation Policy: Written notice of cancellation must be received by **June 3, 2008**. (There will be a \$15 administrative fee charged for all canceled registrations paid by credit card.) Registrants who do not attend and who have not canceled by the cancellation date are liable for the entire registration fee. If you have requested us to bill your organization/agency, we will do so in accordance with these conditions. Substitutions for registered participants are accepted at any time without charge.

Accommodations: The Holiday Inn Greenbelt is holding a block of rooms for conference attendees at the rate of \$124.00 per night. For reservations, call the Holiday Inn Greenbelt (Greenbelt, MD) at 1-800-280-4188 or 301-982-7000 by **May 18, 2008**. State that you will be attending the Center for Alternative Dispute Resolution Conference.

Questions: Contact the Center at (301) 313-0800, fax (301) 313-0033, or visit www.natlctr4adr.org.

Co-operating Sponsors (as of this printing):

American Bar Association, Section of Dispute Resolution
ARIA Group
Center for Conflict Resolution at Salisbury University
College of Business & Public Administration, Governors State University
Cooperative Consortium for Dispute Resolution
Federal Mediation and Conciliation Service
Howard County Office of Human Rights
International Academy of Mediators
JAMS - The Resolution Experts
Maryland Chapter of the Association for Conflict Resolution
Maryland Fire and Rescue Institute, University of Maryland
Maryland Mediation and Conflict Resolution Office
National Arbitration Forum
National Center for Dispute Settlement
Office of the Vice President for Enrollment Management and Student Services,
Saint Augustine's College
OM Services /MAR Mediation Program
Society of Federal Labor & Employee Relations Professionals
The Project on Leadership Advocacy, Vanderbilt University, Nashville, TN
W. J. Usery, Jr. Center for the Workplace at Georgia State University

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*"20 years of providing dispute resolution education
and training to culturally diverse audiences."*



*Center for Alternative Dispute Resolution
P.O. Box 4744
Crofton, Maryland 21114*