



The Center for Alternative Dispute Resolution

invites you
to experience the most diverse
professional dispute resolution conference in the U.S.

18th
ANNUAL
CONFERENCE
AND SKILLS
DEVELOPMENT
SESSIONS

"MANAGING CONFLICT AND
REMOVING BARRIERS
TO COLLABORATIVE
DECISION MAKING"
Greenbelt, Maryland

Pre-Conference: Wednesday, June 21, 2006
Conference: Thursday, June 22 and Friday,
June 23, 2006

Co-operating Sponsors (as of this printing):

American Bar Association, Section of Dispute Resolution
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 Human Rights Commission
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 Association for Community Mediation
National Center for Dispute Settlement
Society of Federal Labor & Employee Relations
Professionals
The Project on Leadership Advocacy, Vanderbilt
University, Nashville, TN
University of Maryland Eastern Shore, Office of
Student Affairs
W. J. Usery, Jr. Center for the Workplace at Georgia
State University

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

The Center for Alternative Dispute Resolution's
18th Annual Conference and Skills Development Sessions
Managing Conflict and Removing Barriers to Collaborative Decision Making

Martin's Crosswinds
7400 Greenway Center Drive
Greenbelt, MD
June 21 - 23, 2006

This conference is designed to provide public and private sector professionals with the latest information on alternative dispute resolution. It features a diversified faculty of business, government and academic experts and affords attendees the opportunity to develop new skills and learn new concepts and practical strategies in smaller sessions.

Pre-Conference
Wednesday, June 21, 2006

8:30 a.m. - 9:00 a.m. Registration
9:00 a.m. - 12:30 p.m. Workshops
12:30 p.m. - 1:30 p.m. Lunch (*on your own*)
1:30 p.m. - 5:00 p.m. Workshops

9:00 a.m. - 5:00 p.m. Concurrent Pre-Conference Workshop (Full-Day)

I. *Oppression Theory: A "Better Mouse Trap" for Alternative Dispute/Conflict Resolution Theory and Practice*

This workshop advances "State of the Art" technology and "Best Practices" skills kit for the professional training of human services and conflict practitioners/professionals who are addressing issues of extreme conflict. The kit incorporates the generic and foundational components that comprise human problem solving, decision making and critical thinking, risk management, policy/system analysis and the contextual and situational variables that underlie human action and culture. The workshop provides an experiential/experimental grid that is "hands-on," competency-based, and cross disciplinary. It weaves theory and practice, analysis and application and can effectively contextualize cases at micro and macro levels.

William "Bill" Jones, Professor Emeritus of Religion and Director of Black Studies at Florida State University

9:00 a.m. - 12:30 p.m. Concurrent Pre-Conference Workshops (Morning)

II. *Bridges Not Barriers: Conflict Resolution Skills for a Diverse Workplace*

The millennium has found our workplaces more alive with cultural flavor. With this, also comes a new assortment of EEO complaints and workplace challenges. Through the use of lecture, video presentation, role-plays and case studies, this interactive workshop will give the participants tools to use in multicultural conflict, management and resolution.

Denise Patterson McKenney, Commissioner, Federal Mediation & Conciliation Service, Washington, DC

III. *Consciousness: The New Frontier of Mediation*

Neuroscience has opened radical new ways of looking at how humans process conflict in their brains. This talk will develop several themes from recent research studies providing deep insight into how and why people dispute, decision-making and prejudice and bias in the brain. Mr. Noll will provide practical suggestions and practice ideas based on these findings that challenge conventional wisdom.

Douglas E. Noll, Esq., Peacemaker, Clovis, CA

IV. *Developing Senior Mediator Services*

The 60 plus population in the United States is projected to increase by more than 75% over the next twenty years. Senior citizens and their families are encountering a range of problems that mediation and related services can help address--family decisions over care giver needs, health care conflicts, housing, public benefits, estate planning, consumer issues, employment relations, and others. Courts are beginning to use mediation in contested guardianship proceedings. This workshop will focus on the special aspects of providing mediation and other services to seniors, and how private mediators and mediation centers are promoting such services in Maryland and around the country.

Robert J. Rhudy, Legal Counsel, Mediation and Consulting, Baltimore, MD

1:30 p.m. - 5:00 p.m. Concurrent Pre-Conference Workshops (Afternoon)

V. *"Balint Group" Experience: A Model for Expanding the Emotional Awareness of Mediators*

Mediators are sometimes confronted with situations where the emotional aspects of a dispute impede progress. The frustrated mediator may regard these situations as intractable and label the parties as "difficult people." One model for the cross-disciplinary study of these aspects of a conflict is called a "Balint Group." Michael and Enid Balint, psychoanalysts in London, started to meet with medical practitioners in the 1950's to discuss psychological aspects of their cases in a study group format to enhance their awareness of the emotional aspects of clinical situations and their repertoire of possible interventions. This workshop is intended to offer a Balint Group type of experience for mediators. **(Seating is limited - 12-15)**

Craig Lichtman, M.D., MBA, Wynnewood, PA

VI. *Righting the Unrightable Wrong*

From African-Americans demanding reparations for the horrors of slavery and discrimination, to Native Americans seeking a return of lands, to Japanese-Americans attempting to draw attention to the shame of internment, the United States faces many groups seeking to right past injustices and their continuing legacy of wrong. Financial compensation for long-ago wrongs may seem an unlikely prospect, although financial payments for other injustices inflicted upon various identity groups have occurred for some time. However, there are other components of reparations besides financial compensation that may be just as or more important than compensation. Truth, understanding, repair, and relationship are the four components of reparation that may be considered in any situation. Can a community - much less a nation - ever make right what appears to be an irreparable wrong? This session will provide participants with the knowledge and skills to articulate, discuss, and facilitate dialogue about "righting an unrightable wrong" in a variety of settings.

E. Frank Dukes, Ph.D., Director, Institute for Environmental Negotiation, University of Virginia, Charlottesville, VA

VII. *Advanced Mindfulness in Mediation*

Learn to stay fully in the moment, to do mediation with a focus on doing mediation, to make each meditation a simulation, and use advanced mindfulness techniques (learner's mind, internal witness, deep listening, equanimity, bare attention and clear comprehension) to help bring peace and harmony to the table. Participants will learn by doing.

Tuan Pham, MBA, Workplace Mediation Advanced Practitioner, Annandale, VA

18th Annual Conference
Managing Conflict and Removing Barriers
to Collaborative Decision Making
Martin's Crosswinds - Greenbelt, MD
June 22 and 23, 2006

THURSDAY, JUNE 22, 2006

8:00 - 8:45 a.m. Registration

8:50 - 9:00 a.m. Welcome and Opening Remarks

Marvin E. Johnson
Professor and Executive Director
Center for Alternative Dispute Resolution

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

9:00 a.m. Plenary

Pat Clark, Commissioner
Joya Wesley, Communications Director
Jill Williams, Executive Director
The Greensboro Truth and Reconciliation
Commission, Greensboro, NC

9:30 - 11:00 a.m. Concurrent Workshops 1

1.1 *Reconciling the Irreconcilable: Can Truth Transform American Communities?*

Pat Clark, Commissioner
Joya Wesley, Communications Director
Jill Williams, Executive Director
The Greensboro Truth and Reconciliation
Commission, Greensboro, NC

1.2 *Addressing Loss, Retribution and Closure in Mediation*

Craig Lichtman, M.D., MBA, Wynnewood, PA

1.3 *Understanding Advocates: How to Engage Representatives Who Are Dogmatic, Adversarial or Downright Mean*

Roger Conner, The Project on Advocacy
Vanderbilt University, Nashville, TN

1.4 *Designing Successful Collaborative Public Policy Processes*

Lou Gieszl, Deputy Executive Director
Jonathan Rosenthal, Court ADR Resources Director
Ramona Buck, Public Policy Director
Maryland Mediation and Conflict Resolution Office

1.5 *Identifying Team Issues: "What Role Do I Play?"*

Anthony (Tony) C. Scott, President
Acstal Training Developers, Amelia, VA

11:15 a.m. - 12:45 p.m. Concurrent Workshops 2

2.1 *Diversity Training Modules*

Fernaundra Ferguson, PhD, Assistant Professor
Criminal Justice and Legal Studies
University of West Florida, Pensacola, FL

2.2 *What Is So Funny About Negotiation?*

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

2.3 *Having a Conversation in Mediation*

Marvin E. Johnson
Professor and Executive Director
Center for Alternative Dispute Resolution

Jonathan E. Kaufmann, Center Associate
Center for Alternative Dispute Resolution

2.4 *The Collaborative Change Approach: Leading Communities Through Large Scale Visioning Projects*

Meghan Clarke, MA, Program Manager
The ARIA Group, Yellow Spring, OH

1:00 - 2:00 p.m. Luncheon

2:15 - 3:30 p.m. Concurrent Workshops 3

3.1 *Asymmetry in Mediation: How to Successfully Mediate in an Unbalanced Process*

Robert A. Creo, Impartial Dispute Resolution
Services, Pittsburgh, PA

3.2 *Land Revitalization and Collaborative Cleanups: Opportunities and Challenges for Communities and Third Parties*

Pat Tallarico and Chris LaRosa
SRA International, Inc., Arlington, VA

3.3 *Understanding D² Culture in Conflict Resolution*

Horatio A. (Ray) Lanier, J.D.
Senior EEO & Dispute Resolution Officer
Washington Metropolitan Area Transit Authority

3.4 *Building an ADR Practice: Strategies for Independent Practitioners*

Mary Skelton Roberts, Cambridge, MA

3:45 - 5:00 p.m. Plenary

Mediation and the Brain: The Neuropsychology of Peace, Conflict, and Negotiation

Douglas E. Noll, Esq. Peacemaker, Clovis, CA

FRIDAY, JUNE 23, 2006

8:30 - 10:00 a.m. Concurrent Workshops 4

4.1 *Keeping "Community" in Community Mediation*

Andrew Thomas, President of ALT Associates
Conflict Management Consultants, Lake Mary, FL

4.2 *The Ethics of Collaboration*

John B. Stephens, Coordinator of the Public Dispute
Resolution Program, School of Government
University of North Carolina, Chapel Hill, NC

4.3 *Mediation in the Present Tense*

Daniel Bowling, Esq.
Dana Curtis Mediation, Sausalito, CA

4.4 *Cooperative Problem Solving - Building an Integrated Conflict Management System from the Ground Up*

Deborah A. Katz, Model Workplace Program Executive
Transportation Security Administration (TSA)
Department of Homeland Security (DHS)

Diane Ditzler, Model Workplace Program Manager
TSA, DHS

Ruth Britt, Model Workplace Conflict Management
Specialist, TSA, DHS

10:15 - 11:45 a.m. Concurrent Workshops 5

5.1 *Dispute Resolver after 9/11: Looking in the Mirror, Looking out the Window*

Maria R. Volpe, Ph.D., Professor, John Jay College of
Criminal Justice-City University of New York

Alma Abdul Hadi Jadallah, President
Cultural Connections, Inc. and Doctoral Candidate
Institute for Conflict Analysis Resolution at
George Mason University, Fairfax, VA

5.2 *Faith Based Initiatives and the Problem of Ethnic Balkanization: Critical Insights from the Multiculturalism Debate*

William "Bill" Jones, Professor Emeritus of Religion
and Director of Black Studies at Florida
State University, Tallahassee, FL

5.3 *Intervention Skills*

V. Michelle Obradovic, Esq.
Wise Resolution, LLC, Birmingham, AL

5.4 *High Anxiety: The Role of Dispute Resolution in the New "Performance-Based" Federal Workplace*

Jeffrey Knishkowsy, Director of Collaboration and
Conflict Solutions, SRA International, Inc.

Carolyn Grillo, Senior Human Capital Consultant
SRA International, Inc.

5.5 *Staying Afloat While You Build Your ADR Practice*

Angelia J. Tolbert, Esq.
President, Absolute Resolution Services, Inc.
Little Rock, AR

Linda Toyo Obayashi, Attorney/Mediator
Baltimore, MD

12:00 - 1:30 p.m. Luncheon

Plenary

Kenneth Cloke, Director
Center for Dispute Resolution
Santa Monica, CA

1:45 - 3:15 p.m. Concurrent Workshops 6

6.1 *To Caucus or Not to Caucus: That is the Question*

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

Homer C. La Rue, Associate of the Center for ADR
and Professor of Law

Nicole DiPentima
Boston Law Collaborative, LLC, Boston, MA

6.2 *Community-Based Collaborative Research*

Kevin Bryan, Mediator
Meridian Institute, Washington, DC

6.3 REVITALIZING YOUR ADR PROGRAM -- Adapting ADR to the Needs of a Changing and Challenging Work Environment

John Settle, President
SETTLEMENT Associates, LLC, Arlington, VA

Brenda R. Manuel, Program Director
Curtis Lewis and Associates, Washington, DC

6.4 What are the Barriers Encountered by the Minority ADR Professional?

Maria R. Volpe, Ph.D., Professor, John Jay College of
Criminal Justice-City University of New York

Gene A. Johnson, Jr., Director of Safe Horizon
Manhattan Mediation Center, New York, NY

3:30 - 4:15 p.m. General Session - "Values and Choices"

Marvin E. Johnson, Professor and Executive Director
Center for Alternative Dispute Resolution

Homer C. La Rue, Associate of the Center for ADR
and Professor of Law

4:30 - 6:30 p.m. The Gregory Sobel Annual Reception and the ACCESS ADR Update

(Ticketed event - R.S.V.P. at the time of registration or payment will be required at the door.)

Co-sponsored (as of this printing) by the American Bar Association-Section of Dispute Resolution, ACCESS ADR, the Center for Alternative Dispute Resolution, the Center for Conflict Resolution at Salisbury University, the Five Guys, the Maryland Mediation and Conflict Resolution, Mediators of Color Alliance, Meridian Institute, SRA International, and John Stephens.

Registration Information

Fees:

Conference:

Early Registration by May 16	\$285
Late Registration after May 16	\$355
Registration at the door	\$375

Pre-Conference - Morning or Afternoon:

Early Registration by May 16	\$100
Late Registration after May 16	\$150
Registration at the door	\$180

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

Early Registration by May 16	\$190
Late Registration after May 16	\$250
Registration at the door	\$280

Registration: Telephone reservations are accepted but must be followed by written registration (form enclosed) and payment (check, credit card, or training/purchase order). 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.

Accommodations: The Holiday Inn Greenbelt is holding a block of rooms for conference attendees at the rate of \$114.00 per night. For reservations, call the Holiday Inn Greenbelt (Greenbelt, MD) at 1-800-280-4188 by **June 6, 2006**. State that you will be attending the Center for Alternative Dispute Resolution Conference.

Cancellation Policy: Written notice of cancellation must be received by **June 5, 2006**. 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.

SAVE-THE-DATES

for

The Center for Alternative Dispute Resolution's

20th Anniversary Celebration and Annual Conference

June 21-22, 2007

We invite you to join us in celebrating this momentous occasion.

To Register

Please type or print your conference registration information and indicate your workshop selection in each concurrent session by checking the appropriate box.

Name

Title

Organization

Address

City/State/Zip

Telephone Number

Fax Number (include area code)

E-mail address

PRE-CONFERENCE

Wednesday, June 21

Concurrent Workshop: 9:00 a.m. - 5:00 p.m.

- I. *Oppression Theory: A "Better Mouse Trap" for Alternative Dispute/Conflict Resolution Theory and Practice*

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

- II. *Bridges Not Barriers: Conflict Resolution Skills for a Diverse Workplace*
- III. *Consciousness: The New Frontier of Mediation*
- IV. *Developing Senior Mediator Services*

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

- V. *A "Balint Group" Experience: A Model for Expanding the Emotional Awareness of Mediators*
- VI. *Righting the Unrightable Wrong*
- VII. *Advanced Mindfulness in Mediation*

CONFERENCE

Thursday, June 22

Concurrent Workshops 1: 9:30 - 11:00 a.m.

- 1.1 *Reconciling the Irreconcilable: Can Truth Transform American Communities?*
- 1.2 *Addressing Loss, Retribution and Closure in Mediation*
- 1.3 *Understanding Advocates: How to Engage Representatives Who Are Dogmatic, Adversarial or Downright Mean*
- 1.4 *Designing Successful Collaborative Public Policy Processes*

- 1.5 *Identifying Team Issues: "What Role Do I Play?"*

Concurrent Workshops 2: 11:15 a.m. - 12:45 p.m.

- 2.1 *Diversity Training Modules*
- 2.2 *What Is So Funny About Negotiation?*
- 2.3 *Having a Conversation in Mediation*
- 2.4 *The Collaborative Change Approach: Leading Communities Through Large Scale Visioning Projects*

Concurrent Workshops 3: 2:15 - 3:45 p.m.

- 3.1 *Asymmetry in Mediation: How to Successfully Mediate in an Unbalanced Process*
- 3.2 *Land Revitalization and Collaborative Cleanups: Opportunities and Challenges for Communities and Third Parties*
- 3.3 *Understanding D² Culture in Conflict Resolution*
- 3.4 *Building an ADR Practice: Strategies for Independent Practitioners*

Friday, June 23

Concurrent Workshops 4: 8:30 - 10:00 a.m.

- 4.1 *Keeping "Community" in Community Mediation*
- 4.2 *The Ethics of Collaboration*
- 4.3 *Mediation in the Present Tense*
- 4.4 *Cooperative Problem Solving - Building an Integrated Conflict Management System from the Ground Up*

Concurrent Workshops 5: 10:15 - 11:45 a.m.

- 5.1 *Dispute Resolver after 9/11: Looking in the Mirror, Looking out the Window*
- 5.2 *Faith Based Initiatives and the Problem of Ethnic Balkanization: Critical Insights from the Multiculturalism Debate*
- 5.3 *Intervention Skills*
- 5.4 *High Anxiety: The Role of Dispute Resolution in the New "Performance-Based" Federal Workplace*
- 5.5 *Staying Afloat While You Build Your ADR Practice*

Concurrent Workshops 6: 1:45 - 3:15 p.m.

- 6.1 *To Caucus or Not to Caucus: That is the Question*
- 6.2 *Community-Based Collaborative Research*
- 6.3 *REVITALIZING YOUR ADR PROGRAM -- Adapting ADR to the Needs of a Changing and Challenging Work Environment*
- 6.4 *What are the Barriers Encountered by the Minority ADR Professional?*

General Session - "Values and Choices": 3:30 - 4:15 p.m.

The Gregory Sobel Annual Reception and the ACCESS ADR Update: 4:30 - 6:30 p.m.

- (Ticketed event - R.S.V.P. must be made with registration or payment will be required at the door.)

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PRE-CONFERENCE - FULL-DAY OR MORNING AND AFTERNOON:

Early Registration by May 16	\$190	\$
Late Registration after May 16	\$250	\$
Registration at the door	\$280	\$

CONFERENCE:

Early Registration by May 16	\$285	\$
Late Registration after May 16	\$355	\$
Registration at the door	\$375	\$
SUBTOTAL		\$
Payment by Purchase /Training Order - ADD the processing fee	\$ 10	\$
TOTAL		\$

Payment Information

Amount Enclosed: \$ _____

check (payable to **Center for ADR**)

payment by purchase/training order (*Please add the \$10 processing fee*)

Credit Card: Visa MC

Other _____

Name on card: _____

Account #: _____

Exp. Date: _____

Security Pin#: _____ Billing Zip Code: _____

Signature: _____

NOTE: Please indicate your preference for a vegetarian entree for lunch on:

Thursday (June 22) Friday (June 23)

Other dietary restrictions - please contact the Center.

Send your conference registration form with payment to:

Center for ADR
PO Box 4744
Crofton, MD 21114-4744

Please direct your questions to Linda Sternberg at (301) 313-0800, via fax at (301) 313-0033, e-mail at ljsternberg@earthlink.net or visit our website at www.natlctr4adr.org.