



Mediation & Conflict Management Master Class

Art, Craft, Science



with

Peter S. Adler, PhD & Louis Chang, Esq.



Day 1: Saturday, March 7, 2020 from 8:30 am to 5:00 pm

Day 2: Sunday, March 8, 2020 from 8:30 am to 12:00 pm

Location: Hilo, HI 96720 (location provided to registrants)

Why this class?

Mediation is the art, craft, and science of assisted communication and negotiation. It is also the relentless search for mutual value. Mediation has many forms and is in wide use in dozens of different private, public, and civic domains. As the movement has developed and expanded, so too have the challenges and a hunger to broaden applications and deepen practice.

This workshop is for highly experienced mediators, facilitators, and collaboration experts who have worked on several cases or projects over several years and now want to explore inner and outer frontiers. There are three specific objectives:

- Broaden and deepen practices for experienced collaboration experts
- Advance and cross-pollinate our many practices with new tools, ideas, and competencies
- Stimulate collective and individual foresight on the future of mediation

How long is the class and what will be covered?

The course takes place over one-and-a-half days and concentrates on actionable insight. It accomplishes this through no-nonsense presentations, challenging case studies, focused conversations on successes and failures, and confidential peer-to-peer exchanges with other experienced practitioners.

The workshop will take place in three modules:

- **Day 1, Morning** – Braiding The Art, Science, and Craft of Mediation
- **Day 1, Afternoon** – Advancing Methodological Skills and Moving Beyond “Technical Rationality”
- **Day 2, Morning** – On to the Future

Who is eligible to attend?

The workshop is limited to persons who:

- Have completed one or more mediation, facilitation, or conflict resolution trainings;
- **Have acted as neutrals on at least 20 or more cases/projects and for at least 3 years;**
- Are interested in continuing their work, expanding their practices, and applying their skills and experience to challenging negotiation problems;
- Will complete a pre-class survey and review several short read-ahead pieces prior to class.

To ensure success, class size is limited to 25 people who are committed to attending the entire one-and-a-half-day class. The organizer and class instructors anticipate a high demand and hope for as much age, gender, and professional diversity as possible.

What is the agenda?

Day 1 – Morning

(subject to modification)

Braiding The Art, Science, and Craft of Mediation

8:00 Coffee, Tea, Juice, and Breakfast Goodies

8:30 Session 1: Start-Up

Course plan. Introductions. Peer-learning and cross-pollination. Similarities and difference in what we do. Collect descriptions of difficult situations.

9:30 Session 2: Mediation – Art, Craft, and Science

Core model. "Moore's Moves" (Part 1). Troika: art, science, and craft. Mediation "Jazz."

10:15 Break

10:30 Session 3: Framing the Process & Projecting the Right Personae

Metaphors. Schools and cults of mediation. Personae. Authenticity.

11:15 Session 4: The Mountain Shores Problem

Choreography. Power. Expert wars. "Moore's Moves" (Part 2). Strategies, tools, tactics, techniques.

12:00 Lunch

Day 1 – Afternoon

(subject to modification)

Advancing Methodological Skills and Moving Beyond "Technical Rationality"

12:30 After Lunch Entertainments and Vaguely Relevant Film Clips

1:00 Session 5: Close Encounters of the Fourth Kind: Speed Dating Meetings with Everyone Else

Cross pollination and a chance to talk with others about questions on your mind.

1:30 Session 6: The Barrie v. Denver Women & Children's Hospital Case

Moving parties forward. Tension points. Caucuses. Mediator evaluation.

2:45 Break

3:00 Session 7: Managing Emotional Complexity

The amygdala hijack. LEAPS. The difficult negotiator. EARS.

3:45 Session 8: Negotiation and Impasse Breaking

Negotiation terms and concepts. Role of "satisfactions" versus "interests." Bargaining with the devil.

4:30 Session 9: Questions, Ideas, and Open Discussion

Anything goes...

4:55 Homework for Day 2

Anything goes...

5:00 Pau

Day 2 – Morning

(subject to modification)

On to the Future

8:00 Coffee, Tea, Juice, and Breakfast Goodies

8:30 Session 10: Start-Up

Plan for the day. Overnight thoughts.

9:00 Session 11: The Mediator's Toolbox

Planning and design ideas. Strategies, tools, and tactics

10:00 Break

10:15 Session 12: Difficult Situations: Tools and Strategies

11:15 Session 13: The Future of Mediation

Forecasts and frontiers for collaboration experts.

11:45 Wrap Up, Take Aways, and Last Thoughts

12:00 Pau

What is included and how much does it cost?

Participation includes:

- 1) copies of selected resources;
- 2) a light breakfast on both days; a nice lunch on Day 1; and coffee, tea, juice, and snacks throughout.

Cost is \$475 payable in advance.

How do I apply?

RSVP to Julie Mitchell: julie@hawaiimediation.org or 934-7844 x 5.

Seating is limited to 25, so please RSVP by February 19, 2020 (if possible).

You are expected to attend the entire one-and-a-half-day class. If for any reason you need to cancel, you must let us know WELL IN ADVANCE so we can fill your spot by someone else.

Who are the instructors?

Lou Chang, Esq. is recognized by peers as one of the “best lawyers” in the fields of mediation, arbitration, and alternative dispute resolution in the United States. Chang has been a panel arbitrator, mediator, and facilitator to various organizations in Hawai‘i, and a trainer to the National Academy of Arbitrators, American Arbitration Association, Australian Commercial Disputes Centre, and many others. He has over 40 years as a civil and commercial trial lawyer (licensed in the federal and state courts of Hawai‘i), arbitrator, and mediator concentrating in construction, commercial, corporate, condominium, community association, real property, financial services, arbitration, and litigation.

Peter S. Adler, PhD is a planner, mediator, facilitator, and a principal in ACCORD3.0, a professional network of consultants specializing in foresight, strategy, and collaborative trouble-shooting. As a mediator, he has assisted groups to reach agreements on energy, environment, and health controversies. Dr. Adler has worked in the government, business, and the NGO sectors and taught advanced negotiation courses at the University of Hawai‘i and California State University Dominguez Hills. His experience includes nine years as President and CEO of The Keystone Center, Executive Director of the Hawai‘i Justice Foundation, and founding Director of the Hawai‘i State Judiciary’s Center for Alternative Dispute Resolution. Dr. Adler is the author of four books, including *Eye of the Storm Leadership*, and other academic and popular articles.

Questions? Contact:

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