

**2010
Workshops
and
Certificates**



**Northern Virginia
Mediation Service**

Contents

Getting Started	1
Careers In Mediation.....	1
Alternative Dispute Resolution: Beyond Mediation.....	1
Monday Night Forum.....	1
Core Mediation Skills	2
Mediation Skills and Process.....	2
Mediation Practicum: Federal and Commercial Role Play.....	2
Orientation to the Virginia Judicial System.....	2
Developing Reflective Practice.....	2
Preparing Memoranda and Agreements.....	3
Virginia Mediator Ethics.....	3
Family Mediation Skills	4
Family Mediation Skills.....	4
Domestic Violence Assessment.....	4
Resolving Economic Issues in Divorce.....	4
Mediating Child Support Issues.....	4
Family Mediation Role-Play.....	5
J&DR and Circuit Court Family.....	5
Mediating Intact Family Issues.....	5
Advanced Practice	6
Mediating Complex and Multiparty Civil Cases.....	6
Mediating Disability Disputes.....	6
Mediating EEO and Workplace Disputes.....	6
Cultural Issues in Mediation.....	6
Mediator Peer Consultation.....	7
Mentoring New Mediators.....	7
Leveraging Technology in Dispute Resolution.....	7
Using Meditation to Enhance your Mediation Skills.....	7
Cognitive Barriers to Conflict Resolution.....	8
Best Practices in Mediation.....	8
Strength Deployment Inventory (SDI).....	8
Advanced Mediation Skills.....	8
Organizational and Group Practice	9
Organizational Problem Solving.....	9
Designing Conflict Management Systems.....	9
Facilitation and Group Consensus Building.....	9
Advanced Facilitation Skills.....	9
Negotiation Skills.....	10

Conflict Management and Leadership

Building High Performance Teams11
Coaching Skills for Managers11
Leading with Language11
Managing Effective Meetings12

Intensive Institutes 12

Commercial and Workplace Institute.....12
Federal Mediation Institute I & II12
Family Mediation Institute.....13
Conflict Management and Leadership13

Certificate Programs 14

Federal Workplace Mediation.....14
Family Mediation14
Commercial and Workplace Mediation14
Conflict Management and Leadership15
Organization Development and Conflict Resolution15

State Mediator Certification Requirements 16

Virginia16
General District Court Certification16
Circuit Court Civil Certification16
Juvenile and Domestic Relations Certification16
Circuit Court Family Certification17
Maryland17
District of Columbia.....17

Getting Started

Careers in Mediation

Panel Presenters

There is no single or simple path to becoming a mediator. Careers often combine mediation practice, training, and program design in the arenas of government agencies, courts, nonprofits, schools, and private practices. Many who have successful careers in mediation and conflict resolution have applied a variety of strategies. In this lively and interactive program, a panel of conflict resolution professionals will share their own career paths and give their candid recommendations for success. Those considering a career in the conflict resolution field have found this to be an invaluable discussion.

Course Fee: \$35

7pm – 9pm

2010: February 10 / June 23 / September 22

Presented by an invited panel of experienced mediators with knowledge of developing independent practices and finding employment in the conflict resolution world.

Alternative Dispute Resolution: Beyond Mediation

Jim Pope, JD

Alternative Dispute Resolution (ADR) is fast becoming a standard resource for lawyers, courts, government agencies, and corporations. This workshop outlines the nature of conflict and general strategies for dealing with conflict. It provides an up-to-date look at ADR methods, applications, sources of information, and how to use and participate effectively in ADR. This workshop can assist those considering pursuit of in-depth training in mediation skills and NVMS certificate programs.

Course Fee: \$265 or \$215 with early discount

8:30am – 12:45pm

2010: April 9 / July 9

CME: 4 hrs. General

MCLE: 3.5

Monday Night Forum

Varied Panelists

MNF is a monthly in-service training program delivered by mediators for mediators. Advanced practice topics provide both learning and a great place to network with others. Topics include mediation practices, ethics, theory, and collaborative processes, and are held on the 4th Monday evening of most months. These no-cost sessions qualify for Virginia mediator recertification credit. Check our web site for session topics and to register.

Course Fee: \$35 for general public and \$25 for roster members

7:00pm - 9:00pm

2010: January 25 / February 22 / March 22 / April 26 / May 24 / June 28 / July 26 / August 23 / September 27 / October 25 / November 22

CME: Selected Monday Night Forums may be certified. Call NVMS for information.

Core Mediation Skills

Mediation Skills and Process

Ervin Mast, MS, LCSW and Susan Shearouse, MS

This interactive course teaches practical and effective mediation skills applicable in many arenas. It is a great workshop for anyone interested in conflict resolution and is the foundation for NVMS certificate and regional mediator certification programs. Participants will learn and practice key skills in conflict resolution, interest-based negotiations, reflective listening, facilitation and structured problem-solving. This is the same successful workshop we have offered since 1992, taken by hundreds of lawyers, therapists, federal, state and local government employees, judges, human resource professionals, teachers and others. The instructors are engaging practitioners with over 35 years of combined experience.

Course Fee: \$795 or \$745 with early discount

8:30am - 5:30pm

2010: February 23-25 / April 6-8 / June 7-9 / July 13-15 / August 30-September 1 / October 5-7

December 6-8

CME: 20 hrs. General; MCLE: 19.5(.5)

Mediation Practicum: Federal and Commercial Role Play *Susan Shearouse, MS*

(Fulfills the observation requirement for GDC and CCC certifications)

This workshop provides all who mediate workplace and commercial matters with the opportunity to observe and debrief simulated mediations. It is approved for the General District Court and Circuit Court mediator certification requirement in Virginia for the observation of two cases. The emphasis of these role plays is on typical federal workplace and commercial/civil litigation cases. (Prerequisite: Mediation Skills and Process)

Course Fee: \$595 or \$545 with early discount

8:30am - 5:30pm

2010: May 12-13 / September 13-14 / December 9-10

CME: 16 hrs. General

Orientation to the Virginia Judicial System

Samuel Jackson, JD

This course is essential for mediators who practice in Virginia, as it gives an overview of the Virginia judicial system and court-referred mediation programs. Topics include the structure of the civil and criminal court systems, the nature of due process, the role of court personnel, and consideration of mediation as an appropriate ADR process. Interactive exercises engage participants and reinforce the material.

Course Fee: \$265 or \$215 with early discount

8:30am - 12:45pm

2010: April 29 / August 9 / November 4

CME: 4 hrs. General; MCLE: 3.5(0)

Developing Reflective Practice

Johannes Botes, PhD

This workshop explores the foundational concepts that mediators need to reflect upon in their practice – the terms, tools, concepts, and ideologies used in third party interventions. Participants will explore and evaluate their active knowledge and “theory” of the mediation process, their strengths and weaknesses as practitioners, and consider ways to revitalize their commitment to mediation practice. (Prerequisite: Mediation Skills and Process)

Course Fee: \$595 or \$545 with early discount

8:30am - 5:30pm

2010: January 29-30/ July 20-21/ November 12-13

CME: 8 hrs. General

Preparing Memoranda and Agreements

Kathey Foskett, MS; Sam Jackson, JD

One of the last acts in a successful mediation is the drafting of an agreement or memorandum of agreement. No matter how informal the mediation, a written document helps parties develop a shared meaning and reality-test the terms of their agreement. This workshop will develop participants' skills in preparing documents for parties, counsel and court. It includes practical tips, hands-on practice, and a discussion of ethical and unauthorized practice of law issues. This workshop is approved for Virginia Circuit Court Civil mediator certification.

(Prerequisite: Mediation Skills and Process)

Course Fee: \$265 or \$215 with early discount

8:30am - 12:45pm

2010: May 3 / September 21 / October 29

CME: 4 hrs. General ; MCLE: 3(1)

Virginia Mediator Ethics

Jeannette Twomey, JD

Ethical standards provide an essential framework for the practice of mediation. This workshop uses scenarios and discussion to examine the Virginia Standards of Ethics and Professional Responsibility for Certified Mediators, and meets Virginia's Mediator recertification requirements. (Prerequisite: Mediation Skills and Process)

Course Fee: \$185 or \$135 with early discount

7pm – 9pm

2010: March 25 / August 25

CME: 2 hrs Ethics ; MCLE: 2(2)

Family Mediation Skills

Family Mediation Skills

Kathey Foskett, MS

Mediating family matters requires the ability to help parties move forward by identifying and building common ground. This workshop looks at family systems, the mediation of divorce, separation, custody and support matters, and substantive law. The instructor brings rich experiences in family mediation theory and practice, and serves as an expert resource for participants. This workshop prepares participants for the family mediation arena, where a high level of expertise is expected by clients, judges, and attorneys. (Prerequisite: Mediation Skills and Process)

Course Fee: \$795 or \$745 with early discount

8:30am to 5:30pm

2010: October 18-20

CME: 20 hrs. Family; MCLE: 18.5(1)

Domestic Violence Assessment

Kathey Foskett, MS

This workshop examines the impact of domestic violence on the mediation process. Participants will learn how to identify a history of domestic violence, how to recognize behaviors incompatible with mediation, and how to address the repercussions of terminating or continuing in mediation. Also meets Virginia Family Certification requirements. (Completion of Mediation Skills and Process and Family Mediation Skills is recommended.)

Course Fee: \$345 or \$295 with early discount

8:30am - 5:30pm

2010: October 21

CME: 8 hrs. Family; MCLE: 7

Resolving Economic Issues in Divorce

Jeannette Twomey, JD; Jim Pope, JD; Stan Corey, CFP

This workshop uses a step-by-step approach to understand distribution of assets and debts, retirement funds, bankruptcy, spousal support, tax issues, and related forms and agreements. Instructors include two well-known attorneys and mediators, and a nationally-published certified financial planner. Also meets the requirements for Virginia Circuit Court Family Certification. (Prerequisite: Mediation Skills and Process and Family Mediation Skills)

Course Fee: \$495 or \$445 with early discount

8:30pm - 5:30pm Day 1 • 8:30am - 1:30pm Day 2 •

2010: October 22-23

CME: 12 hrs. Family

Mediating Child Support Issues

Kathey Foskett, MS

Family mediators are required to calculate the child support obligation of parents based on Virginia Child Support Guidelines. There are numerous factors that can affect the calculations and various forms to select from for doing those calculations. This workshop is designed to help mediators become comfortable with and competent using the forms while providing participants with significant practice in completing those calculations. (Prerequisite: Family Mediation Skills, Mediation Skills and Process.)

Course Fee: \$345 or \$295 with early discount

8:30am - 5:30pm

2010: October 25

MCLE: 7

Family Mediation Role-Play (J&DR and Circuit Court Family)

Ervin Mast MS, LCSW

Participants review the family mediation process, observe demonstrations and role-play several cases from start to finish. These role plays provide participants with invaluable practice and feedback from seasoned mentor mediators. Day one of this training will meet the Virginia observation requirement for Juvenile and Domestic Relations Certification and day two will meet the observation requirement for Circuit Court Family Certification. (Prerequisites: Mediation Skills and Process, Family Mediation Skills and Resolving Economic Issues in Divorce)

Course Fee: \$595 or \$545 with early discount (\$295 for one day)

8:30am - 5:30pm

2010: October 26-27

CME: 8 hrs Family

Mediating Intact Family Issues

Ervin Mast MS, LCSW

“Family mediation” usually means helping parents to separate their lives and still parent well. Yet many conflicts are mediated among intact families, raising different issues and dynamics. This workshop promotes decision-making and conflict resolution within intact family relationships, including premarital, parent/teen, spousal, elder care, and extended family issues. This course is ideal for mediators, counselors, attorneys, clergy, and others, and is approved for Virginia family mediator recertification. (Prerequisite: Mediation Skills and Process and Family Mediation Skills)

Course Fee: \$345 or \$295 with early discount

8:30am - 5:30pm

2010: October 28

CME: 8 hrs. Family

Advanced Practice

Mediating Complex and Multiparty Civil Cases

Jim Pope, JD; D. Michael West, MS

Complex and multi-party cases introduce issues of power, structure, and dynamics that can challenge mediators. This workshop covers the skills and approach needed to work with a combination of multiple parties, attorneys, substantive experts and complex issues. The instructors are experienced mediators of complex cases, including EEOC civil rights disputes. (Prerequisite: Mediation Skills and Process)

\$345 or \$295 with early discount

8:30am - 5:30pm

2010: May 7 / September 17

CME: 8 hrs. General; MCLE: 6.5(0)

Mediating Disability Disputes

Dianne Lipsey, MA; Kathryn Shane McCarty, MPA

Disability issues often are resolved effectively through mediation. This workshop addresses the special considerations inherent in the mediation of employment disputes involving disability issues. The concepts of disability, qualified individual with a disability, essential job functions, reasonable accommodation, and undue hardship are covered. The emphasis of this training is on employment and public accommodation issues arising under the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act.

(Prerequisite: Mediation Skills and Process)

Course Fee: \$345 or \$295 with early discount

8:30am - 5:00pm

2010: July 23 / October 15

CME: 6 hrs. General AND 2 hrs. Ethics; MCLE: 7(1)

Mediating EEO and Workplace Disputes

Michael West, MS

Equal employment opportunity and workplace disputes often involve multiple interrelated grievances. Effective mediators of these disputes must understand and respond to both the explicit and implicit issues raised. This workshop is an in-depth, hands-on training about the special aspects of mediating public and private sector employment disputes. Information about discrimination, ethics, system design and intake issues is provided in a clear and thought-provoking way. (Prerequisite: Mediation Skills and Process)

Course Fee: \$345 or \$295 with early discount

8:30am - 5:00pm

2010: May 21 / July 16 / September 9

CME: 8 hrs. General; MCLE: 6.5

Cultural Issues in Mediation

*Alma Jadallah PhD; Julia Morelli, MA;
Patrick Chapman, JD and Yves-Renee Jennings*

This workshop explores culture as an important variable in mediation. Awareness of cultural factors is critical to understand and address conflict in order to avoid unintentional bias. Participants will learn techniques to address various cultural issues in mediation. This workshop includes exercises, theory, and practical strategies. The instructors have extensive experience with conflict in multicultural settings. (Prerequisite: Mediation Skills and Process)

Course Fee: \$345 or \$295 with early discount

8:30am - 5:30pm

2010: January 22 / July 22 / November 19

CME: 7.5 hrs. General OR Family; MCLE: 5

Mediator Peer Consultation

Jeannette Twomey, JD; Elizabeth Bissell, JD; Jim Meditz, MA

Mediator Peer Consultation is an opportunity for small groups of mediators to gather in a private supportive setting to explore and discuss pivotal moments in their cases and reflect on the reasons behind the choice of a particular intervention. These highly interactive, facilitated discussions help mediators expand their knowledge of mediator technique and theory. (Prerequisite: Mediation Skills and Process. Mediation experience recommended.)

Course Fee: \$50

7:00pm - 9:00pm

2010: March 9 / June 9 / September 7

CME: 2 hrs. General OR Family

Mentoring New Mediators

Jeannette Twomey, JD; Jim Meditz, MA

This workshop provides instruction in the principles and techniques of working with, evaluating and giving constructive feedback to apprentice co-mediators. This workshop meets the new mentor training requirements and is required for mediators who wish to continue to be mentors. (Prerequisite: Mediation Skills and Process.

Virginia mentor status is available only to mediators recertified in Virginia.)

Course Fee: \$265 or \$215 with early discount

8:30am – 4:00pm

2010: March 10 / November TBA

CME: 4 hrs. General

Leveraging Technology in Dispute Resolution

Dan Rainey

A wide range of easy to use and affordable technology is now available to dispute resolution professionals that can add value for parties. Participants will learn about and use a range of the latest online and offline information technology, examine the elements that distinguish dispute resolution involving technology from the traditional face-to-face environment, and use case studies and role plays to illustrate technology-assisted mediator behaviors and requirements. No prior expertise in the use of computer technology is needed! The instructors are leading proponents and users of online dispute resolution (ODR) technology. (Prerequisite: Mediation Skills and Process)

** This workshop will be held at the Arlington Campus of George Mason University. Details will be provided along with the course confirmation.*

\$345 or \$295 with early discount

8:30am - 5:30pm

2010: March 23 / November 16

Using Meditation to Enhance your Mediation Skills

Linda Lazarus, JD

Mediation is often very difficult work. Mediators are called upon to help resolve entrenched conflicts involving hostility and often violence. Remaining calm and grounded in the face of such conflict can be challenging. In this workshop, participants will learn how a regular contemplative practice helps a mediator become more present, detached, and flexible. Scientific evidence demonstrating the positive effects of meditation and other contemplative practices on the human body will be discussed. Participants will learn to mediate, and will alternate contemplative practice and mediation practice. No previous mediation experience is required.

\$345 or \$295 with early discount

8:30 am-5:30pm

2010: May 28 / November 22

Cognitive Barriers to Conflict Resolution

Jeannette Twomey, JD

This workshop examines some of the classic perceptual distortions and cognitive errors that cause negotiators to make irrational choices. These are common obstacles to successful resolution of conflict and are readily apparent in mediation cases. The behavior based on these errors and distortions is automatic and seldom identified or questioned. Objectives of the workshop are to raise awareness of what is happening “inside the parties’ heads” and to explore strategies for neutralizing the effect of the powerful psychological forces behind their actions. Exercises, demonstrations, and role plays will include such topics as Selective Perception and the Ladder of Inference, Anchoring, Framing, Reactive Devaluation, and Lateral Thinking.

\$265 or \$215 with early discount

8:30 am-12:45pm

2010: January 14 / June 11 / August 12 / September 20

CME: 4 hrs. General

Best Practices in Mediation

Geetha Ravindra, JD

Whether you are a new or experienced mediator, it is important to be aware of mediation best practices and pitfalls. This session will provide in-depth analysis of The Guidelines on Mediation and the Unauthorized Practice of Law, and the Standards of Ethics for Certified Mediators, as they relate to the appropriate role of the mediator in providing information versus advice and preparing effective mediated agreements. The areas in which mediators most often receive negative evaluations and complaints will be reviewed. Through interactive discussion and exercises, participants will gain a greater understanding of the ethical and statutory expectations of certified mediators, which will in turn support a high quality mediation practice.

\$345 or \$295 with early discount

8:30 am-5:30pm

2010: May 14 / September 10

CME: 6 hrs. General and 2 hrs. Ethics; MCLE: 7

Strength Deployment Inventory for Mediators

D. Michael West, MS

The SDI (Strength Deployment Inventory) is a memorable instrument for understanding motivation and behavior and improving team effectiveness and reducing the cost of conflict, thereby improving results and relationships. The SDI is based on a learning model for effectively and accurately understanding the motives behind behavior and illuminates the reasons for parties’ actions – going beyond behavior to reveal the driving motivations. When mediators recognize the unique motivation of the parties, and themselves, within the context of mediation, they greatly enhance their ability to assist the parties in communicating more effectively, handling conflict more productively and reaching resolution. Interactive exercises engage participants and reinforce the concepts.

\$430 or \$380 with early discount

8:30am – 5:30pm

2010: January 15 / August 27

CME: 8 hrs. General or Family

Advanced Mediation Skills

Jon Kaufmann, JD; John Wagner, MS

This training is intended for mediators and conflict managers handling public, private and Federal workplace disputes who want to improve their dispute resolution skills. It includes short lectures, scripted scenarios, videos and exercises, and “fishbowl” role-plays. Areas of skill building include improving questioning techniques, analyzing and evaluating situations where the parties are at impasse, resolving deadlocks, and using alternate approaches for handling evaluative and distributive disputes. The trainers also will discuss how mediation skills can be employed to address workplace discord that predates the formal complaint/grievance process.

\$595 or \$545 with early discount

8:30 am-5:30pm

2010: January 7-8 / August 16-17

Organizational and Group Practice

Organizational Problem Solving

Tracey Pilkerton Cairnie, MS

This intensive full-day program takes a conflict analysis approach to the consultative process. This workshop is designed for conflict management practitioners who engage in the diagnosis, management, and resolution of complex organizational problems. Participants will learn a framework for assessing organizational conflict, strategies, and tools to facilitate change.

\$345 or \$295 with early discount

8:30am – 5:30pm

2010: April 20 / September 15

Designing Conflict Management Systems

Tracey Pilkerton Cairnie, MS

Organizations are looking for ways to introduce conflict management systems to raise employee productivity and enhance organizational performance. This workshop approaches conflict management as a system, and uses case studies to examine the issues of contracting, organizational assessment, resistance, constraints, and ethical issues.

\$345 or \$295 with early discount

8:30am - 5:30pm

2010: May 6 / October 8

Facilitation and Group Consensus Building

Susan Shearouse, MS

In this core facilitation skills workshop, participants master the techniques and skills necessary to professionally structure, facilitate and build consensus within meetings, conferences and multiparty decision-making groups. Effective group collaboration is a key 21st-century skill set. Learn and practice these skills from a well-known and highly effective instructor!

\$595 or \$545 with early discount

8:30am – 5:30pm

2010: February 4-5 / May 4-5 / October 12-13

CME: 8 hrs. General

Advanced Facilitation Skills

David A. Gerber, Med, ACC

This advanced workshop will provide new facilitation methods, a large “bag of tricks” that can be applied to all types of workplace environments and energize participants to use the skills immediately in their career. In addition, facilitators will have fun learning how to better focus groups on a common purpose, encourage trust, respect, openness, and support clarity of understanding and good decision-making among groups. Topics include understanding group dynamics, management of participant behavior and the development of effective questions.

\$595 or \$545 with early discount

8:30am – 5:30pm

2010: April 22-23 / November 8-9

CME: 16 hrs. General

Negotiation Skills

Susan Shearouse, MS

This two-day workshop provides a thorough training in negotiation skills. Interactive exercises and simulations allow participants to learn how people make decisions in negotiation, develop skills in persuading, craft agreements that people will carry out, develop effective strategies for dealing with difficult negotiators, and apply this learning to attain goals. The trainer brings a wealth of experience and a thoughtful approach to the concepts and practice of negotiation.

\$595 or \$545 with early discount

8:30am – 5:00pm

2010: January 20-21 / May 10-11 / September 23-24

CME: 16 hrs. General; MCLE: 13

Conflict Management and Leadership

Building High Performance Teams

David A. Gerber, Med, ACC

Participants in this workshop will learn how to better create and sustain high performance teams through a focus on proven models, communication skills, and interest-based leadership. Collaboration and conflict management principles associated with teams located in the same office or across the world can be applied immediately. A review of best practices will give participants additional insights about how to build high-performing teams and motivate them to succeed at an optimal level.

\$345 or \$295 with early discount

8:30am – 5:30pm

2010: April 21 / November 10

Coaching Skills for Managers

Tracey Pilkerton Cairnie, MS

This is an interactive workshop focusing on strategies and techniques to effectively coach employees toward better results. It will provide proven and effective coaching skills and tools that you can use immediately. Learn to coach employees by helping them to notice and understand how their thinking directly influences their results in conversation and in behavior. Learn the three levels of listening and the use of powerful questions for engaging in more purposeful coaching conversations.

\$345 or \$295 with early discount

8:30am – 5:30pm

2010: April 16

Leading with Language

Tracey Pilkerton, MS

Leadership is about making things happen- moving others to act to accomplish the organization mission. Leadership takes place in our language as well as in our actions. This workshop will provide the skills and concepts to engage in more purposeful and effective conversations. The six crucial speech acts (assessment, assertions, requests, offers, promises and declarations) will be addressed to demonstrate how crafting of language is critical to create desired results. Participants will master the skills necessary to engage in important conversations, make powerful declarations and clear requests, tell compelling stories and obtain strong commitments that lead to better results.

\$595 or \$545 with early discount

8:30am- 5:30pm

2010: April 13-14

Managing Effective Meetings

Susan Shearhouse, MS

This workshop is designed to give participants the tools they need to remedy problems that arise during meetings and get things back on track. Participants will learn how to set an agenda, keep discussions on track, work with difficult personalities, move the meeting toward decision, gain resolution, and end the meeting on time!

\$265 or \$215 with early discount

8:30am- 12:45pm

2010: April 19

Intensive Institutes

NVMS offers intensive institutes throughout the year. During these institutes we offer a series of workshops that may be taken individually, at separate times, or altogether over the course of the institutes. ***Please note that additional workshops are needed to complete the different NVMS certificate Programs.*** Participants may attend all, or some, of the included workshops.

Commercial and Workplace Institute

This intensive two-week skill building program will give participants an overview of alternative dispute resolution system design and the skills necessary to facilitate group decision-making and mediate workplace disputes. Outstanding faculty of experienced, knowledgeable, expert practitioners. Please note that additional workshops are needed to complete the NVMS Certificate in Commercial and Workplace Mediation. Workshops may also be taken individually.

Included Workshops: Preparing Memoranda and Agreements, Facilitation and Group Consensus Building, Designing Conflict Management Systems, Mediating Complex and Multiparty Civil Cases, Negotiation Skills, Federal and Commercial Role Play, Best Practices in Mediation

Institute Price: Save \$435 and attend all workshops for \$2300

Dates: May 3-14, 2010

Federal Mediation Institute I & II

Topics include professional mediation skills, mediating EEO and similar workplace disputes, essentials of alternative dispute resolution, cultural and agreement drafting skills and extensive role-play practice to ensure solid skills transfer. Instructors have many years of experience in the Federal Workplace including workplace mediation, system design, training and consulting. Please note that the NVMS Federal Workplace Mediation Certificate will be awarded to those who complete **both** institutes. Workshops may also be taken individually.

Included Workshops in Federal Mediation Institute I: ADR: Beyond Mediation, Mediation Skills and Process, Mediating EEO and Workplace Disputes, Developing Reflective Practice, Cultural Issues in Mediation and Mediating Disability Disputes

Institute Price: Save \$390 and attend all workshops for \$2000

Dates: July 9 – 23, 2010

Included Workshops in Federal Mediation Institute II: Mediating Pitfalls and Best Practices, Mediation Practicum (Federal and Commercial Role Play), Organizational Problem Solving, Mediating Complex and Multiparty Civil Cases, Cognitive Barriers to Conflict Resolution, Preparing Memoranda and Agreements

Institute Price: Save \$280 and attend all workshops for \$1580

Dates: September 10-21, 2010

Family Mediation Institute

This intensive family series will cover the topics you need to practice family mediation in a variety of contexts, including mediating issues in divorce as well as disputes within intact family units. This series builds upon what you learned in the basic Mediation Skills and Process workshop and will prepare participants to begin the co-mediations needed for Virginia Certification. Please note that additional workshops are needed to complete the NVMS Certificate in Family Mediation. Workshops may also be taken individually.

Included Workshops: Family Mediation Skills, Domestic Violence Assessment, Resolving Economic Issues in Divorce, Mediating Child Support Issues, Family Mediation Role-Play (J&DR and Circuit Court Family), Mediating Intact Family Issues, Preparing Memoranda and Agreement.

Institute Price: Save \$435 and attend all workshops for \$2400

Dates: October 18-29, 2010

Conflict Management and Leadership

These workshops provide core collaborative leadership skill sets and theory for managers and leaders in contemporary organizations. They offer experienced and new managers alike the ability to build high-performing workplaces by cultivating organizational environments that value diversity, mutual respect, mentorship, accountability, and the use of collaborative conflict engagement and resolution strategies.

Included Workshops: Alternative Dispute Resolution, Leading with Language, Coaching Skills, Managing Effective Meetings, Organizational Problem Solving, Building High Performance Teams

Institute Price: Save \$500 and attend all workshops for \$1360

Dates: April 9-21, 2010

Certificate Programs

NVMS offers five unique certificates in mediation. These certificates are ideal to continue mediation training in a specific field, support professional development through subject matter expertise, establish individual credentials, and meet continuing education goals or standards.

Federal Workplace Mediation (104 hours)

- ◆ Alternative Dispute Resolution
- ◆ Mediation Skills & Process
- ◆ Mediation Practicum
- ◆ Mediating EEO & Workplace Disputes
- ◆ Preparing Memoranda & Agreements
- ◆ Mediating Disability Disputes
- ◆ Organizational Problem Solving
- ◆ Cultural Issues in Mediation
- ◆ Developing Reflective Practice
- ◆ Mediation Pitfalls and Best Practices
- ◆ Advanced Mediation Skills or Mediating Complex and Multi-Party Civil Cases
- ◆ Cognitive Barriers to Conflict Resolution

Family Mediation (128 hours)

- ◆ Mediation Skills & Process
- ◆ Family Mediation Skills
- ◆ Mediation Practicum
- ◆ Resolving Economic Issues in Divorce
- ◆ Domestic Violence Assessment
- ◆ Preparing Memoranda and Agreements
- ◆ Mediating Child Support Issues
- ◆ Mediating Intact Family Issues
- ◆ Mediation Pitfalls and Best Practices
- ◆ Developing Reflective Practice
- ◆ Cultural Issues in Mediation
- ◆ Using Meditation to Enhance your Mediation Skills

Commercial and Workplace Mediation (136 hours)

- ◆ Mediation Skills & Process
- ◆ Mediation Practicum
- ◆ Facilitation & Group Consensus Building
- ◆ Mediating Complex & Multiparty Civil Cases
- ◆ Preparing Memoranda and Agreements
- ◆ Negotiation Skills
- ◆ Cultural Issues in Mediation
- ◆ Developing Reflective Practice
- ◆ Mediating EEO & Workplace Disputes
- ◆ Designing Conflict Management Systems
- ◆ Mediating Disability Disputes
- ◆ Advanced Mediation Skills
- ◆ Mediation Pitfalls and Best Practices

Conflict Management and Leadership (104 hours)

- ◆ Building High Performance Teams
- ◆ Coaching Skills for Managers
- ◆ Leading with Language
- ◆ Managing Effective Meetings
- ◆ Mediation Skills & Process
- ◆ Alternative Dispute Resolution
- ◆ Facilitation & Group Consensus Building
- ◆ Organizational Problem Solving
- ◆ Negotiation Skills

Organization Development and Conflict Resolution (108 hours)

- ◆ Alternative Dispute Resolution
- ◆ Mediation Skills & Process
- ◆ Facilitation & Group Consensus Building
- ◆ Organizational Problem Solving
- ◆ Designing Conflict Management Systems
- ◆ Advanced Facilitation Skills
- ◆ Cultural Issues in Mediation
- ◆ Developing Reflective Practice
- ◆ Leveraging Technology in Dispute Resolution
- ◆ Using Meditation to Enhance your Mediation Skills
- ◆ Cognitive Barriers to Conflict Resolution

State Mediator Certification Requirements

Virginia

The Supreme Court of Virginia requires certification of mediators to accept court-referred cases. There are four kinds of certification: General District Court, Circuit Court Civil, Juvenile and Domestic Relations Court and Circuit Court Family. Specific requirements are listed below. Please visit the website of the Virginia Supreme Court Office of Dispute Resolution Services www.courts.state.va.us/drs/main.htm or call (804) 786 -6455 for the most complete and authoritative list of requirements.

General District Court Certification

- ◆ Bachelor's Degree or equivalent relevant experience
- ◆ Mediation Skills & Process
- ◆ Orientation to the Virginia Judicial System (may be taken out-of-order)
- ◆ Observation of two cases or Mediation Practicum (Fulfills the observation requirement for GDC Certification)
- ◆ Co-mediation of 3 general cases totaling at least 5 hours of mediation
- ◆ Primary scrivener for at least one mediated agreement

Circuit Court Civil Certification

- ◆ Bachelor's Degree or equivalent relevant experience
- ◆ Mediation Skills & Process
- ◆ Advanced civil mediation training totaling at least 20 hours & covering these topics:
 - ◆ Facilitation & Group Consensus Building
 - ◆ Mediating Complex & Multiparty Civil Cases
 - ◆ Preparing Memoranda & Agreements
- ◆ Orientation to the Virginia Judicial System(may be taken out of order)
- ◆ Observation of two circuit civil cases or Mediation Practicum (fulfills the observation requirement for CCC Certification)
- ◆ Co-mediation of 5 circuit level civil cases totaling at least 10 hours mediation
- ◆ Primary scrivener for at least one mediated agreement

General District Court (GDC) Certified Mediators may “upgrade” to Circuit Court Civil Certification by:

- ◆ Taking the advanced civil mediation training described above
- ◆ Observing one circuit court civil case
- ◆ Conducting two circuit court civil co-mediations

Juvenile and Domestic Relations Certification

- ◆ Bachelor's Degree or equivalent relevant experience
- ◆ Mediation Skills & Process
- ◆ Family Mediation Skills
- ◆ Orientation to the Virginia Judicial System (may be taken out of order)
- ◆ Domestic Violence Assessment (may be taken out of order)
- ◆ Observation of two cases or Family Mediation Role-Play
- ◆ Co-mediation of 5 family cases totaling at least 10 hours of mediation
- ◆ Completion of at least one child support worksheet
- ◆ Primary scrivener for at least one mediated agreement

In order to co-mediate through NVMS you need to complete three additional courses:

- ◆ Mediating Intact Family Issues
- ◆ Mediating Child Support Issues
- ◆ Preparing Memoranda and Agreements

Circuit Court Family Certification

- ◆ Bachelor's Degree or equivalent relevant experience
- ◆ Mediation Skills & Process
- ◆ Family Mediation Skills
- ◆ Resolving Economic Issues in Divorce
- ◆ Orientation to the Virginia Judicial System (may be taken out of order)
- ◆ Domestic Violence Assessment (may be taken out of order)
- ◆ Observation of two cases or Family Mediation Role-Play
- ◆ Co-mediation of 5 circuit court level family cases totaling at least 10 hours of mediation
- ◆ Completion of at least one child support worksheet
- ◆ Primary scrivener for at least one mediated agreement

JDR Certified mediators may “upgrade” to Circuit Court Family by:

- ◆ Completing training in Resolving Economic Issues in Divorce
- ◆ Observing one circuit court level case or completing the role-play course.
- ◆ Co-mediating two circuit court level cases

In order to co-mediate through NVMS you need to complete three additional courses:

- ◆ Mediating Intact Family Issues
- ◆ Mediating Child Support Issues
- ◆ Preparing Memoranda and Agreements

Maryland

The Court of Appeals sets training standards for general and custody mediators. NVMS training will meet the core requirements, but not necessarily all of the required components. For court referrals, mediators must then apply to their local court. For more information, contact the Maryland Mediation and Conflict Resolution Office (MACRO) at <http://www.courts.state.md.us/macro/index.html> or (410) 841-2260.

District of Columbia

Mediators must be accepted and trained by the Multi-Door Dispute Resolution Division of the Superior Court of the District of Columbia in order to mediate for the Superior Court. For more information, contact Multi-Door at <http://www.dccourts.gov/dccourts/superior/multi/index.jsp> or at (202) 879 0663.