

2011 Workshops & 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: J&DR and Circuit Court Family..... | 5 |
| Mediating Intact Family Issues | 5 |
| Elder Mediation for Today's World..... | 6 |
| Advanced Elder Mediation: Intensive Skills Practice..... | 6 |
| Advanced Practice | 7 |
| Mediating Complex and Multiparty Civil Cases..... | 7 |
| Mediating Disability Disputes..... | 7 |
| Mediating EEO and Workplace Disputes | 7 |
| Cultural Issues in Mediation | 8 |
| Mediator Peer Consultation..... | 8 |
| Mentoring New Mediators | 8 |
| Leveraging Technology in Dispute Resolution..... | 8 |
| Using Meditation to Enhance your Mediation Skills | 9 |
| Cognitive Barriers to Conflict Resolution..... | 9 |
| Best Practices in Mediation..... | 9 |
| Strength Deployment Inventory (SDI)..... | 9 |
| Advanced Mediation Skills..... | 10 |
| Intuitive Reasoning: A Whole Brain Approach..... | 10 |
| Organizational and Group Practice | |
| Organizational Problem Solving | 11 |
| Designing Conflict Management Systems..... | 11 |
| Facilitation and Group Consensus Building | 11 |
| Negotiation Skills..... | 11 |

Intensive Institutes 12

| | |
|--|----|
| Commercial and Workplace Institute..... | 12 |
| Federal Mediation Institute I & II | 12 |
| Family Mediation Institute..... | 12 |
| Elder Mediation Institute..... | 13 |

Certificate Programs 14

| | |
|--|----|
| Federal Workplace Mediation..... | 14 |
| Family Mediation | 14 |
| Commercial and Workplace Mediation | 14 |
| Organization Development and Conflict Resolution | 15 |

State Mediator Certification Requirements 16

| | |
|---|----|
| Virginia | 16 |
| General District Court Certification..... | 16 |
| Circuit Court Civil Certification | 16 |
| Juvenile and Domestic Relations Certification | 16 |
| Circuit Court Family Certification | 17 |
| Maryland | 17 |
| 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 career paths and give candid recommendations for success. Those considering a career in the conflict resolution field have found this to be an invaluable discussion.

Course Fee: \$35

Dates: January 19 / September 7

Time: 7pm – 9pm

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 10-day advanced registration

Dates: February 11 / July 29

Time: 8:30am – 12:45pm

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. Check our website (www.nvms.us) for session topics.

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

Dates: January 24 / February 28 / March 28 / April 25 / May 23 / June 27 / September 26 / October 24

Time: 7pm – 9pm (7pm – 7:30pm networking)

CME: Select Monday Night Forums may be certified. Contact NVMS for more information.

Core Mediation Skills

Mediation Skills and Processes

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 10-day advanced discount

Dates: February 15-17 / April 11-13 / June 15-17 / July 12-14 / September 6 - 8 / November 15-17

Time: 8:30am - 5:30pm each day

CME: 20 hrs. General

MCLE: 19.5 (0.5)

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 10-day advanced registration

Dates: April 14-15 / September 12-13

Time: 8:30am - 5:30pm each day

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 10-day advanced registration

Dates: May 27 / November 4

Time: 8:30am - 12:45pm

CME: 4 hrs. General

MCLE: 3.5

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 10-day advanced registration

Dates: March 18 and 19 / August 18 and 19

Time: 8:30am - 5:30pm each day

CME: 8 hrs. General



www.nvms.us
703.865.7272
training@nvms.us

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 10-day advanced registration

Dates: July 22 / October 25

Time: 8:30am - 12:45pm

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 10-day advanced registration

Dates: May 24 / October 6

Time: 7pm – 9pm

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 10-day advanced registration
Dates: October 17 - 19
Time: 8:30am -5:30pm each day
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 10-day advanced registration
Date: October 20
Time: 8:30am - 5:30pm
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 10-day advanced registration
Dates: October 21 - 22
Time: Day 1: 8:30pm - 5:30pm; Day 2: 8:30am – 12:45pm
CME: 12 hrs. Family
MCLE: 8

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 10-day advanced registration
Date: October 24
Time: 8:30am - 5:30pm
CME: 7 hrs. Family
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 10-day advanced registration (\$345 or \$295 with 10-day advanced registration for one day)

Dates: October 27 and 28

Time: 8:30am - 5:30pm each day

CME: 8 hrs Family

Mediating Intact Family Issues

Ervin Mast MS, LCSW

“Family mediation” usually means helping parents 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 10-day advanced registration

Date: October 26

Time: 8:30am - 5:30pm

CME: 8 hrs. Family

Elder Mediation for Today's World

Carolyn Rodis, JD, MA and Jeannette Twomey, JD

This three-day core training in elder mediation expands the skills of experienced mediators into a growing specialty field. A few of the training topics covered include: the aging process and its impact on families; how elder mediation differs from other mediation; community resources for seniors; accommodating cognitive impairment or other limitations and recognizing elder abuse

Course Fee: \$795 or \$745 with 10-day advanced registration

Dates: March 7 – 9

Time: 8:30am – 5:30pm each day

CME: 8 General and 2 Ethics

MCLE: 18 (2)

Advanced Elder Mediation: Intensive Skills Practice

Carolyn Rodis, JD, MA and Jeannette Twomey, JD

This hands-on, two-day workshop reinforces and refines specific skills that are essential for mediators developing an elder mediation practice. A natural follow-up to the core training in elder mediation, the workshop focuses exclusively on intensive practice and individual feedback in realistic simulations. Participants will sharpen skills such as reflective practice, reframing, summarizing and getting necessary parties to the table. (*Prerequisite: Elder Mediation for Today's World*)

Course Fee: \$595 or \$545 with 10 day advanced registration

Dates: March 10 and 11

Time: 8:30am – 5:30pm each day

CME: 8 General, 4.75 Family and 2 Ethics

**Attend both Elder Mediation for Today's World and Advanced Elder Mediation: Intensive Skills Practice training and receive a 15% discount! See Elder Mediation Institute on page 13 for more information.*

Advanced Practice

Mediating Complex and Multi-Party Civil Cases

Jim Pope, JD and 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*)

Course Fee: \$345 or \$295 with 10-day advanced registration

Date: May 13 / September 16

Time: 8:30am – 5:30pm

CME: 8 hrs. General

MCLE: 6.5

Mediating Disability Disputes

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 10-day advanced registration

Dates: May 18 / September 14

Time: 8:30am – 5:30pm

CME: 6 hrs. General & 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 10-day advanced registration

Dates: February 25 / July 15

Time: 8:30am – 5:30pm

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 10-day advanced registration

Date: May 16 / September 20

Time: 8:30am - 5:30pm

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: TBA

Dates: TBA

Time: 7:00pm - 9:00pm

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

Course Fee: \$300 or \$250 with 10-day advanced registration

Dates: August 17

Time: 8:30am – 4:00pm

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 instructor is a leading proponent and user of online dispute resolution (ODR) technology. (*Prerequisite: Mediation Skills and Processes*)

** NVMS asks that participants bring a laptop computer with wireless capability to the workshop.*

Course Fee: \$345 or \$295 with 10-day advanced registration

Date: February 9 / June 21

Time: 8:30am - 5:30pm

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 meditate, and will alternate contemplative practice and meditation practice. No previous meditation experience is required.

Course Fee: \$345 or \$295 with 10-day advanced registration

Date: September 22

Time: 8:30am – 5:30pm

CME: 8 hrs. General

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.

Course Fee: \$265 or \$215 with 10-day advanced registration

Dates: April 6 / July 20 / November 14

Time: 8:30am – 12:45pm

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.

Course Fee: \$345 or \$295 with 10-day advanced registration

Dates: May 20 / September 9

Time: 8:30 am-5:30pm

CME: 6 hrs. General & 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.

Course Fee: \$430 or \$380 with 10-day advanced registration



www.nvms.us
703.865.7272
training@nvms.us

Dates: April 29 / August 26
Time: 8:30am – 5:30pm
CME: 8 hrs. General *or* Family

Advanced Mediation Skills

Jon Kaufmann, JD

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.

Course Fee: \$345 or \$295 with 10-day advanced registration
Date: May 19 / November 2
Time: 8:30am – 5:30pm

Intuitive Reasoning: A Whole Brain Approach to Problem-Solving

Mary Elizabeth Lynch, JD

In a world of information-overload, our intuition helps us navigate more successfully through a myriad of choices and decisions. More than ever, we need to bring this profound capacity for “knowing” to the surface of our awareness and better utilize its capacity to guide us in meeting the challenges and opportunities that life presents. A growing body of scientific and psychological evidence shows that our intuition is working all the time, albeit at an unconscious level. Ignoring this important part of our cognitive process robs us of valuable input in decision-making and problem-solving. The key to a “whole brain” approach is to understand and utilize intuition as well as our analytic mind.

Course Fee: \$345 or \$295 with 10-day advanced registration
Date: April 7 / September 21
Time: 8:30am – 5:30pm
CME: 7 hrs. General *or* Family

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 frameworks for assessing organizational conflict, strategies, and tools to facilitate change.

Course Fee: \$345 or \$295 with 10-day advanced registration

Dates: March 22 / September 15

Time: 8:30am – 5:30pm

CME: 8 hrs. General

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.

Course Fee: \$345 or \$295 with 10-day advanced registration

Dates: May 17 / November 8

Time: 8:30am – 5:30pm

CME: 8 hrs. General

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!

Course fee: \$595 or \$545 with 10-day advanced registration

Dates: May 9-10 / November 9-10

Time: 8:30am – 5:30pm each day

CME: 8 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.

Course Fee: \$595 or \$545 with 10-day advanced registration

Dates: May 11-12 / October 13-14

Time: 8:30am – 5:30pm each day

CME: 16 hrs. General

MCLE: 13

Intensive Institutes

NVMS offers intensive institutes throughout the year. During these institutes we offer a series of workshops that allow specialization in a specific area. Participants may attend all, or some, of the included workshops. In order to receive the institute price, please register 10 days in advance.

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. *Please note that additional workshops are needed to complete the NVMS Certificate in Commercial and Workplace Mediation.*

Included Workshops: Facilitation and Group Consensus Building, Negotiation Skills, Mediating Complex and Multi-Party Civil Cases, Cultural Issues in Mediation, Designing Conflict Management Systems, Mediating Disability Disputes, Advanced Mediation, Best Practices in Mediation
Institute Price: Save \$430 and attend all workshops for \$2430
Dates: May 9-20, 2011

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 Processes, Mediating EEO and Workplace Disputes, Developing Reflective Practice, Cognitive Barriers to Conflict Resolution and Preparing Memoranda and Agreements
Institute Price: Save \$335 and attend all workshops for \$1895
Dates: July 8 – 22, 2011

Included Workshops in Federal Mediation Institute II: Best Practices in Mediation, Mediation Practicum: Federal and Commercial Role Play, Mediating Disability and Workplace Disputes, Organizational-Problem Solving, Mediating Complex and Multi-Party Civil Cases, Cultural Issues in Mediation
Institute Price: Save \$300 and attend all workshops for \$1720
Dates: September 9 – 20, 2011

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 Processes 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 17-28, 2010

Elder Mediation Institute

Elder mediation is becoming well-known as an effective way for families and older relatives to address aging issues. Recent attention by the national news media has raised awareness of mediation as an alternative for navigating difficult decisions about independence, living arrangements, health care, financial and legal matters. Participants will tackle tough challenges frequently associated with elder mediation - ethical considerations; multi-party and in-person intake; capacity and accommodation; how to handle a dominant party, emotional intensity; long-standing relationship issues.

Included Workshops: Elder Mediation for Today's World and Advanced Elder Mediation: Intensive Skills Process

Institute Price: Save \$190 and attend both workshops for \$1100

Dates: March 7 – 11, 2011

Certificate Programs

NVMS offers four 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 (116 hours)

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

Family Mediation (144 hours)

- ◆ Mediation Skills & Processes
- ◆ 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
- ◆ Best Practices in Mediation
- ◆ Developing Reflective Practice
- ◆ Cultural Issues in Mediation
- ◆ Using Meditation to Enhance your Mediation Skills

Commercial and Workplace Mediation (148 hours)

- ◆ Mediation Skills & Processes
- ◆ 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
- ◆ Best Practices in Mediation

Organization Development and Conflict Resolution *(104 hours)*

- ◆ Alternative Dispute Resolution
- ◆ Mediation Skills & Processes
- ◆ Facilitation & Group Consensus Building
- ◆ Organizational Problem-Solving
- ◆ Designing Conflict Management Systems
- ◆ 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 & Processes
- ◆ 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 & Processes
- ◆ Advanced civil mediation training totaling at least 20 hours & covering these topics:
 - ◆ Facilitation & Group Consensus Building (16 hours)
 - ◆ Mediating Complex & Multi-Party Civil Cases (8 hours)
 - ◆ Preparing Memoranda & Agreements (4 hours)
- ◆ 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 & Processes
- ◆ 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 & Processes
- ◆ 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.