



International Academy of Mediators

Mentorship Program Board Report – January 2021

1. Recruitment:

We currently have 13 mentor/mentee teams. We continue to seek new mentor/mentee teams and our wish continues to be that each board member who does not already have an IAM Mentee actively identify a mentee that he/she can either mentor or who can be matched up with another IAM Fellow to mentor. The program description as well as the application is on the IAM Website and easily accessed. Ideas for recruiting appropriate candidates are always welcome. Please let us know your thoughts.

2. Fellowship Fund:

Since we have had no in-person conferences, the fund has not been utilized.

3. Listserve Access:

The mentorship committee is unanimous in its recommendation that mentees be granted access to the listserve. This has been requested numerous times by the mentees and mentors alike on their behalves, and the committee feels it would benefit both the members at large and the mentees if they were granted access. Please advise.

4. Mentorship Program's Professional Development Series Webinars:

Mentees, Jennifer Egsgard and Logan Cooper, IAM Fellow Lisa Amato and Chair, Wendy Kramer form the Professional Development Series Webinar committee. We are pleased to report a tremendous increase in attendance likely due to the Pandemic - members having more time for professional development, as well as an increased awareness as to the high quality of the content and that the webinars are geared for **all IAM members' attendance**. As of the time of drafting this report, there are over 50 rsvp's for the upcoming webinar scheduled for January 13 with presenters Orit Asnin and Jeremy Lack.

We greatly appreciate the presenters who have volunteered their time as well as Richard Rejino's support in sending the e-blasts and arranging for Zoom. We also welcome one-time only non-member attendance in order to check out the IAM for those who are interested in applying to be Fellows or Mentees. If you wish to invite someone to attend one of the webinars, have any interest in presenting on a particular topic (we have slots available for July through November, or have any suggestions for speakers, please contact Wendy Kramer at (wkramer@adrservices.com)).

The following is a list of upcoming webinars:

January 28, [Conflict Resolution Toolbox](#) with Gary Furlong

February 24, [Forgiveness](#) with IAM Honorary IAM Member [Professor Peter Robinson](#)

March 31, [Indigenous Approaches to Conflict Resolution: What Can We Learn?"](#) with Alicia Kuin

April 28, [Evaluation in Mediation](#) with Steve Paul

May 26, [Mediating Insurance Disputes](#) with Jonathan Lloyd-Jones

June 30, [Mediation in the Asia-Pacific Region: Procedural and Cultural Differences](#) with Tat Lim (please note: the time of this session may be different to accommodate Tat's location in Asia).

5. Collaboration with Diversity and Inclusion Committee:

Eleanor Barr and Wendy Kramer met by phone in late October to discuss potential revisions to the Mentorship Program Application requirements to encourage more diversity. The Diversity and Inclusion Committee is in the process of reviewing and providing its recommendations to the Mentorship Committee.

6. Cross-Mentorship Program:

In order to provide more support for the mentees during the ongoing global Pandemic, the PDS webinar team launched a cross-mentorship program which was announced at the Mentorship Coffee Hour preceding the annual virtual conference. In addition, the following e-blast was sent to all members.

"IAM Cross-Mentorship Program:

Let's take advantage of the "I" in IAM. The international aspect of the organization allows us all rich opportunities to learn mediation techniques from around the world and explore the vast wisdom of IAM's members.

The IAM has always promoted the concept of cross-mentorship and shadowing between members and mentees. In the past, shadowing each other at mediation involved extensive planning and hopping on a plane. While casual air travel is a fading memory, the switch to virtual mediations presents a major silver lining. Now, shadowing a fellow international mediator is as simple as hopping on a Zoom call (with the advance permission of the parties).

The mentorship committee is excited to introduce a formal program for mentees and members to shadow each other at mediation.

How it will work... *We need those willing to have people shadow them to sign up. You can do this by filling out the information requested in the signup sheet which will be distributed. Further instructions will be provided after the sign-ups occur."*

We will continue efforts to promote it.

7. Annual Questionnaire:

The questionnaire (see below) has been sent in January to each mentor/mentee team.

- 1) Business (mediations conducted/shadowed/co-mediated)
- 2) Presentations (speaking engagements; publications)
- 3) Mediation related professional activities (webinar participation, attendance at mediation related conferences/programs/trainings)
- 4) Please describe where you are with regard to your goals in building your mediation practice
- 5) Mentor Comments and Feedback (observations of mentee, topics discussed with mentee, suggestions for further development)

8. Worldwide Mediation Mentorship Programme (WMMP):

Claude Amar continues to work towards getting this programme on-line and off to a start; however, it has stalled somewhat. Claude can address its progress and any further questions at the board meeting.