



# International Academy of Mediators

## IAM Mentorship Program Board Report – May 2022

Wendy Kramer, Chair

### 1. General Comments:

We are pleased to report that the Mentorship Program continues to thrive. The message that was posted on the IAM listserv sums up the current state of affairs and is reprinted below for ease of reference:

#### **“May is Mentorship Month!**

In 2021, the IAM Board approved the Mediator’s Mentorship Program’s (MMP) proposal that the month of May is designated as IAM Mentorship Month. We wish to heartily thank the leadership of IAM for recognizing the importance of mentorship and for its support of the program! Our 15 thriving mentorship teams are populated with Mentees in various stages of building their mediation practices, from the daunting task of launching during the Pandemic, to being perched on the edge of meeting IAM’s rigorous membership requirements, all with the amazing support of their IAM Mentors. Many mentees have taken advantage of the opportunity to shadow Mentors via zoom around the globe this past year and to co-mediate with their mentors. And all have enjoyed the benefits of the wisdom posted on the Listserv and attendance at numerous IAM webinars.

The MMP Committee sends out an annual questionnaire that tracks each mentee’s progress with regard to goal setting, business development, speaking engagements, publications, and professional activities such as attendance at conferences, programs, and training. Having reviewed each participant’s responses, I can say emphatically that our mentees are very very busy. They are researching and writing articles for journals and bar associations, chairing and co-chairing committees, attending numerous seminars and conferences, as well as teaching at universities, speaking at webinars and conferences, blogging, and promoting mediation throughout the world in their various markets. We are extremely proud of their progress and contribution to the field of mediation.

To quote one of our mentee’s comments on the IAM 2021 Annual Mentorship Questionnaire: “My goal was to mediate 10 times a month and I am doing that now. Therefore, I recently altered my goal to mediate 4-5 days per week. I’m reaching this goal...I will keep working hard to grow my business. I absolutely LOVE mediating!”

And I love this quote from one of our Mentors: “It has been an honor to collaborate and learn from my mentee and I am grateful to the IAM for affording us the opportunity to formalize this reciprocal learning relationship.”

Mentorship is clearly a win-win. Many of the mentees will be attending their first IAM conference in Montreal in June. Be sure to say hello and introduce yourselves! And should you like to join this fabulous group by sponsoring a mentee of your own, please get in touch with me.”

## **2. Fellowship Fund:**

3 mentees applied for and were granted funds to assist in attending the Montreal Conference. For all 3, the leadership approved waiving the \$550 registration fee and granted reimbursement for travel costs in the sums of \$400, \$500 and \$600. I am aware of a total of at least 7 mentees having registered for the conference, but there may be additional ones that I have not been made aware of.

## **3. Mentorship Program’s Professional Development Series Webinars:**

Mentees, Jennifer Egsgard, Logan Cooper, Priscilla Chan, Matt Lane, IAM Fellow Lisa Amato and Chair, Wendy Kramer form the Professional Development Series Webinar committee. We continue to achieve steady attendance (between 25-50 folks per webinar). There is a new process whereby the webinar topic and timing are submitted to the leadership for approval so as to avoid scheduling conflicts with other IAM programs; however, generally all Mentorship Program PDS webinars are held on the last Wednesday of each month unless the speaker requests otherwise. The webinars are typically recorded and available for IAM members to watch through the IAM website if they cannot attend.

**NOTE: The PDS planning committee is seeking speakers for the following dates: August 31, September 28 and November 30.** (All other months have been filled.) The webinars are typically held for one hour beginning at 9 a.m. Pacific. Please contact Wendy Kramer if you have a topic you would like to present or a speaker to recommend.  
(wkramer@adrservices.com)

## **4. 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. Mentees continue to enjoy this benefit.

## **5. Annual Questionnaire:**

The questionnaire was sent in January to each mentor/mentee team with the following questions:

- 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)

The mentorship committee was pleased with the growth demonstrated by nearly all the mentees, despite the challenges faced in building a practice during the pandemic. In addition, we predict that there will be at least 2 mentees who will be applying for IAM membership near the end of the year given the volume of their commercial practices!