



## Mentorship Program Board Report – July 2020

### 1. Recruitment:

We currently have 12 mentor/mentee teams (compared to 8 at the last report)! In addition, we have been actively recruiting and have received several inquiries from fantastic candidates and expect at least 2 of those to apply shortly.

We continue to seek new mentor/mentee teams and our wish is that each board member 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 needed.

### 3. Mentorship Program's Wednesday Webinars:

Mentees, Jennifer Egsgard and Logan Cooper and Chair, Wendy Kramer continue to form the Professional Development Group Webinar committee and take charge of seeking presenters and topics. We are pleased to report a tremendous increase in attendance likely due to the Pandemic - folks having more time for professional development, as well as an increased awareness that the webinars are geared for all IAM members' attendance. The content has been fabulous and 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!

An e-blast was sent to all IAM Members announcing the next webinar which is set forth below for ease of reference:

## *"BrainFishing: The Art of the Question*

*Wednesday, July 29, 2020*

*12 Noon Eastern Standard Time, 9 AM PCT, 5 PM GMT*

*Featuring Gary Furlong, IAM Distinguished Fellow.*

[\*Click here to register!\*](#)

*We are in the Age of Neuroscience, where brain studies have helped explain many thought and behavior patterns that we, as mediators, commonly see. BrainFishing is a simple, actionable model for explaining the source of the many behaviors people exhibit under pressure and offers clear skills and tools for working effectively in challenging negotiations.*

*The most important learning is the impact of effective questioning skills. This workshop will explore how shifting to effective questioning skills compels parties to listen and think, enabling both the de-escalation of emotions and un-anchoring from positions, allowing parties more room to explore and find options that may lead to settlement. It will offer a breakdown of the different types of questions, and when and how they may be best used.*

*Join us for a practical and interactive session with Gary Furlong, co-author of *BrainFishing: A Practice Guide to Questioning Skills*.*

Stay tuned for information on **additional 2020** webinars, which will take place on August 26 (Vance Cooper). September 23 (Wendy Kramer) and October 28 (Orit Asnin and Jeremy Lack).

The committee will be meeting in the fall to plan the **2021 PDG Webinar Schedule**. If you have any interest in presenting on a particular topic, please contact Wendy Kramer ([wkramer@adrservices.com](mailto:wkramer@adrservices.com)).

#### **4. IAM Annual Conference Mentor/Mentee/Leadership Happy Hour (via Zoom):**

We recommend that an hour be set aside, perhaps the day before the conference (10/23/20) at 11 a.m. Eastern for a "Mentor/Mentee/Leadership Zoom Happy Hour." This would be a great way to engage the mentees, to get to know them, and build community. A separate registration could be provided along with the regular conference registration. Please advise if this is feasible.

#### **5. Annual Questionnaire:**

The questionnaire (see below) was sent in January to each mentor/mentee team. All of the teams reported in and demonstrated progress in developing their commercial mediation practices.

- 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)

#### **6. Worldwide Mediation Mentorship Programme (WMMP):**

Claude Amar continues to work towards getting this programme on-line and off to a start and can address its progress and any questions at the board meeting.