



Mentorship Program Board Report – October 2021

1. Recruitment:

We currently have 13 mentor/mentee teams. We continue to seek new mentor/mentee teams and our wish is that each board member who does not already have an IAM Mentee to 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 needed.

3. Mentorship Program's Professional Development Series Webinars:

Mentees, Jennifer Egsgard and Logan Cooper and Chair, Wendy Kramer continue to form the Professional Development Series 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 - 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. 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. Please direct any inquiries

An e-blast was recently sent to all IAM Members announcing the next webinar excerpted below for ease of reference:

Expanding the Pie: Non-Monetary Aspects of Settlements, Channeling Strong Emotions and Triggering Pro-Social Behaviour
with Orit Asnin and Jeremy Lack

Wednesday, October 28, 2020

12 Noon EDT, 9 AM PDT, 4 PM GMT, 6 PM IST

[Click here to register](#)

Orit Asnin and Jeremy Lack will facilitate a discussion on the non-monetary aspects of dispute resolution, what tools and techniques can be used by mediators to build on emotions and how to promote pro-social behavior and cooperation between the participants, especially if strong emotions have been expressed. They will discuss how it is possible to prepare in advance to facilitate the expression of emotional aspects of the dispute, the use of initial caucuses and joint sessions and dealing with social plasticity. They will also discuss emotions as mediative transitional states, and the benefits that can be generated by identifying and accepting strong emotions, understanding the

unmet needs they may indicate and working with this information to reorient the participants' attention towards possible solutions to address those needs. The session will also focus on some of the unique aspects of dealing with emotions online, and the benefits and inconveniences of different media for dealing with emotions and social plasticity, especially in cross-cultural or international commercial disputes.

Save the Date! Upcoming webinars:

November 29:

Ask for More: Conflict Resolution Strategies for Mediators and Negotiators.

To register for the November webinar, [Click here](#)

In this interactive workshop, Professor Alexandra Carter (<https://www.law.columbia.edu/faculty/alexandra-carter>) , Director of the Mediation Clinic at Columbia Law School and author of the Wall Street Journal Business Bestseller *Ask for More: Ten Questions to Negotiate Anything*, will share with IAM neutrals several powerful strategies for conquering conflict and creating understanding -- whether as a neutral in mediation or in advocating for one's own interests. In addition, Professor Carter will share research and strategies specifically relating to women in negotiation, which can be used in mediation processes as well as in one's everyday business and personal lives.

The committee has already met and begun to plan the **2022 PDG Webinar Schedule**.

We are speaking with Eileen Carrol (UK) as well as Tat Lim who have both indicated a desire to present in 2022. The focus is to keep the I in IAM in the webinars. Below are the folks who have committed to specific dates to present:

2021					
Wed. January 27	Conflict Resolution Toolbox	Gary Furlong			
February					
March 31	Indigenous Approaches to Conflict Resolution: What can we learn?	Alicia Kuin			
April 28	Evaluation in Mediation	Steve Paul			
May	Mediating Insurance Disputes	Jonathan Lloyd Jones			

If you have any interest in presenting on a particular topic, or have any suggestions for speakers, please contact Wendy Kramer (wkramer@adrservices.com).

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

We have approximately 30 folks registered and are finalizing a program whereby the participants get to know one another on a more personal level. We will also be announcing the launch of the cross-mentorship program at the coffee hour (see below).

5. Cross-Mentorship Program:

In order to provide more support for the mentees during the ongoing global Pandemic, the PDS webinar team has come up with the idea of cross-mentorship, and plans is to announce it as follows at the Mentorship Coffee Hour. Proposed announcement:

"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."

6. Annual Questionnaire:

The questionnaire (see below) will be 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)

7. 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.