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HAIGHT STREET

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# Give Peace a Chance

IAM May 7-9, 2015  
San Francisco, California

## Welcome to San Francisco

Two bridges, one brand new (Bay) and one iconic legend (Golden Gate); outstanding culinary establishments featuring all types of food; major league baseball's current World Series champions...welcome to San Francisco, the city by the bay, or as its residents lovingly refer to it, "the City."

IAM comes to this world class city and presents a program which will be as multi-dimensional as the city hosting our conference. **Junto sessions** covering mediator ethics, business practices, impasse breaking, diversity and empathy. **Speaker presentations** discussing issues of implicit bias, scientific barriers to reaching settlement, overcoming resistance to settlement caused by parties fear or lack of trust, building partners to reduce violence in Oakland and the results of the IAM/Straus survey. **Three inspirational PEPP talks** will also be featured. IAM members from around the world will participate in a panel discussion on recent developments in international dispute resolution. Our program is designed to help all of us achieve the theme of our conference...

### Give Peace a Chance.

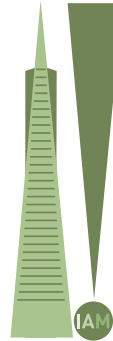
San Francisco offers a wide variety of social activities. Take in a performance of the always entertaining Beach Blanket Babylon. See the world champion Giants take on the Miami Marlins. Visit Alcatraz and see stunning views of the city skyline on your boat ride to and from "The Rock."

Your hosts, Lee Jacobson, Ruth Glick, Mark Rudy, and Larry Mills invite you to enjoy the collegiality of our conference, ride cable cars halfway to the stars, and leave your heart in San Francisco. And when you come, be sure to wear some flowers in your hair.

## Sponsors

RUDY EXELROD ZIEFF & LOWE <sup>LLP</sup>

**JHIM**  
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## Juntos and PEPPs

Benjamin Franklin established a "club for mutual improvement" called a **Junto** in 1727. Its purpose was to debate questions of morals, politics, and natural philosophy, and to exchange knowledge of business affairs. Essentially, it was a group of Franklin's closest friends—people of science, business, politics and the arts, gathering to provide structure for their mutual improvement. They met regularly for some 40 years. IAM continues the concept of small group dialogue for purposes of mutual improvement which will meet informally throughout the conference at the option of the delegates.



**PEPP Talks** are modeled on world renowned "TED Talks" and designed to build a powerful speaker program and to seek out extraordinary voices from our membership and our community who have a unique story or an unusual perspective—and who can convey it in a dynamic way.



# Give Peace a Chance

Thursday, May 7, 2015

9:30 a.m. - 12:30 p.m. **Board of Governors Meeting**  
Members only. Pre-registration required.

1:00 p.m. - 1:15 p.m. **Welcome and Introductory Remarks**  
*Conference Committee Members and President Mike Young*

1:15 p.m. - 2:45 p.m. **Implicit Bias and Mediator Neutrality**  
Recent social science research shows that we all harbor unconscious bias which impacts our behavior toward others. This interactive colloquy uses exercises and examples to stimulate a candid discussion of how to address our own assumptions and biases regarding gender, age, race or ethnicity in the mediation context. The primary goals are to begin to recognize our biases, discuss methods for dealing with these biases, and enhance the skills of conflict resolution professionals when dealing with multicultural parties and issues.  
*Carol Izumi, San Francisco, CA and Claudia Viera, San Francisco, CA*

2:45 p.m. - 3:00 p.m. **PEPP Talk One: Negotiating For Love: Negotiation Lessons From An Arranged Marriage**  
*Sukhsimranjit Singh, Salem, OR*

3:00 p.m. - 3:20 p.m. **Break**

3:20 p.m. - 4:10 p.m. **Junto Sessions Block One**

- **Bracketology** *John Wagner, Los Angeles, CA*
- **First Numbers in Distributive Bargaining: Significant or Irrelevant?** *Lee Jacobson, Fresno, CA*
- **Multi-plaintiff/Multi-defendant Mediations** *Mark Rudy, San Francisco, CA*
- **Overcoming Resistance/Roadblocks to Joint Sessions**  
*Tracy Allen, Mount Clemens, MI and Eric Galton, Austin, TX*
- **Diversity Issues in Mediation: Candor, Curiosity and the Art of Asking Difficult Questions**  
*David Hoffman, Boston, MA and Homer Larue, Columbia, MD*
- **The Economics of a Dispute Resolution Practice: Billing Methods, Cancellation Policies, Accounts Receivable and More** *Steve Rottman, Los Angeles, CA*

4:15 p.m. - 5:00 p.m. **Junto Sessions Block Two**

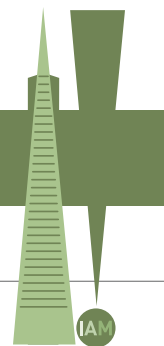
- **Overcoming Resistance/Roadblocks to Joint Sessions** *Tracy Allen and Eric Galton*
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*David Hoffman and Homer Larue*
- **The Economics of a Dispute Resolution Practice: Billing Methods, Cancellation Policies, Accounts Receivable and More** *Steve Rottman, Los Angeles, CA*
- **Mediation/Arbitration and Arbitration/Mediation: Parallel Tools**  
*Paul Lurie, Chicago, IL and Ruth Glick, San Francisco, CA*
- **Mediation Ethics and Relation Building with Clients: How Far Is Too Far?**  
*Lee Jay Berman, Los Angeles, CA*
- **The Tension Between Empathy and Impartiality/Detachment**  
*Deborah Clapshaw, Auckland, New Zealand*

5:30 p.m. - 7:00 p.m. **IAM Cocktail Reception Hotel Nikko San Francisco** sponsored by

**RUDY EXELROD ZIEFF & LOWE LLP**

7:30 p.m. **Dine Around San Francisco's renowned restaurants**

8:00 p.m. **Beach Blanket Babylon** *Optional. Pre-registration required.*  
The longest running musical revue in America is packed with hilarious spoofs of pop culture, spectacular costumes, outrageously gigantic hats, and one show-stopping number after another. Over 14,000 performances have been seen by more than 5 million people in the festive nightclub atmosphere of its 389 seat home at Club Fugazi, in the heart of San Francisco's North Beach district. Limited seating available.



# Give Peace a Chance



Friday, May 8, 2015

8:30 a.m. - 9:00 a.m. **Breakfast**

9:00 a.m. - 10:30 a.m. **Advanced Skills in Dealing with High Uncertainty Avoidance, Situational Distrust and Risk Avoidance**

Mediators understand that resistance to settlement can come from fear or lack of trust. However, by customizing our strategies based on whether that resistance comes from the cultural concept of uncertainty avoidance, the situational aspects of distrust, or a general aversion to risk resulting in status quo bias, we can utilize more targeted and more effective techniques in dealing with impasse. This skills training will discuss how to recognize each of the above concepts in our clients, how it may vary across cultures, and how to help parties move forward to resolution and durable agreements.

*Nina Meierding, Bainbridge Island, WA*



10:30 a.m. - 10:45 a.m. **PEPP Talk Two: Peacemaking Doesn't Stop At Home**

*Susan Hammer, Portland, OR*

10:45 a.m. - 11:10 a.m. **Break**



11:15 a.m. - 12:00 p.m. **Junto Sessions Block Three**

- **Bracketology** *John Wagner*
- **First Numbers in Distributive Bargaining: Significant or Irrelevant?** *Lee Jacobson*
- **Multi-plaintiff/Multi-defendant Mediations** *Mark Rudy*
- **Mediation/Arbitration and Arbitration/Mediation: Parallel Tools** *Paul Lurie and Ruth Glick*
- **Mediation Ethics and Relation Building with Clients: How Far Is Too Far?** *Lee Jay Berman*
- **The Tension Between Empathy and Impartiality/Detachment** *Deborah Clapshaw*

12:00 p.m. - 1:20 p.m. **Lunch and Keynote Building Partners to Reduce Violence in Oakland: California Partnership for Safe Communities (CPSC)**

CPSC works with cities to achieve sustainable community-wide reductions in violence. In each city, CPSC engages a broad cross-section of community stakeholders concerned with violence to build working alliances intended to span the often deep divisions among criminal justice agencies, the community, and those young people at highest risk of gun violence. This remarkably effective, evidence-based intervention has been evaluated over a dozen times and cities have repeatedly achieved significant, timely reductions in street violence while reducing their reliance on enforcement strategies that increase incarceration and recidivism.

*Stewart Wakeling, Executive Director, Daniela Gilbert, Deputy Director and Vaughn Crandall, Senior Strategy Consultant*

1:20 p.m. - 1:40 p.m. **Break**

1:40 p.m. - 3:00 p.m. **IAM/Straus Mediation Survey Results**

*Tom Stipanowich, Malibu, CA; Jeff Krivis, Los Angeles, CA  
Jerry Weiss, Cleveland, OH; Zach Ulrich, Los Angeles, CA*

3:00 p.m. - 7:00 p.m. **Spend the afternoon exploring historic San Francisco on your own time**

7:00 p.m. - 10:00 p.m. **IAM Banquet at The City Club of San Francisco**

Stock Exchange Tower, 155 Sansome Street, San Francisco  
Pre-dinner reception sponsored by

**JHM**  
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# Give Peace a Chance

Saturday, May 9, 2015



8:30 a.m. - 9:00 a.m. **Breakfast**

9:00 a.m. - 10:30 a.m. **The Science Behind Mediators' Internal Barriers to Reaching Settlement**

In the midst of intensely emotional or seemingly intractable conflict, we all have internal conversations that diminish our effectiveness and create added barriers to the parties' goal of reaching agreement. Thus, it is essential that we learn to recognize and address this challenge. In this experiential session, we will gain insight from neuroscience about these barriers and learn practical skills for managing them, including how to become aware of our internal dialogue and whether we are caught or "hooked" by it; how to manage our internal dialogue skillfully in order to create and maintain sufficient clarity and presence to remain fully engaged externally; and how to choose appropriate action, when informed by this internal clarity and presence.

*Dana Curtis, Sausalito, CA and Daniel Bowling, San Francisco, CA*

IAM

10:30 a.m. - 10:45 a.m. **PEPP Talk Three: Violent Emotion In Mediation**

*Thierry Garby, St. Sylvestre de Cormeilles, France*

PEPP

10:45 a.m. - 11:30 a.m. **Recent Trends/Developments in International Dispute Resolution**

*Moderator: Phillip Howell Richardson*

*Panelists: Elizabeth Birch, London, England; Doug Murphy, Brisbane, Australia;*

*Barb Cornish, Vancouver, Canada; Thierry Garby, St. Sylvestre de Cormeilles, France*

11:30 a.m. - 11:45 a.m. **New Zealand Conference Update**

11:45 a.m. - 1:00 p.m. **Lunch Open Microphone**

1:00 p.m. **Conference Adjourns**

**Post-conference activities**

**Sightseeing tour to Alcatraz** *Optional. Pre-registration required.*

Once home to some of America's most notorious criminals, the federal penitentiary that operated here from 1934 to 1963 brought a dark mystique to "The Rock".

**San Francisco Giants Baseball** *Optional. Pre-registration required.*

Limited number of tickets for Saturday night game.



October 22-24,  
2015  
Baltimore,  
Maryland!



# Registration

Name \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_

State/Province \_\_\_\_\_ Zip/Postal Code \_\_\_\_\_ Country \_\_\_\_\_

Email \_\_\_\_\_ Telephone \_\_\_\_\_

Special Dietary Needs \_\_\_\_\_

Companion Name \_\_\_\_\_

Special Dietary Needs \_\_\_\_\_

## Select which registration method applies to you. All costs are per person and are in US\$. \$

	\$ per person	# of people attending	subtotal
<input type="checkbox"/> Earlybird Member (by April 10, 2015)	\$775	x	=
<input type="checkbox"/> Regular Member (after April 10, 2015)	\$950	x	=
<input type="checkbox"/> Non-member	\$950	x	=

## Select everything you (and your companions) plan to attend. All costs are per person and are in US\$.

<input type="checkbox"/> Board of Governors' Meeting <i>members only, preregistration required</i>	—		—
<input type="checkbox"/> Thursday Cocktail Party <i>please specify number of people attending</i>	—		—
<input type="checkbox"/> Thursday Beach Blanket Babylon <i>preregistration required</i>	\$50	x	=
<input type="checkbox"/> Friday Banquet (Member) ▶ <b>Meal choice:</b> <input type="checkbox"/> Meat <input type="checkbox"/> Fish <input type="checkbox"/> Vegetarian	—		—
<input type="checkbox"/> Friday Banquet (Companion) ▶ <b>Meal choice:</b> <input type="checkbox"/> Meat <input type="checkbox"/> Fish <input type="checkbox"/> Vegetarian	\$150	x	=
<input type="checkbox"/> Saturday optional tour to Alcatraz <i>preregistration required</i>	\$35	x	=
<input type="checkbox"/> Saturday optional Giants Baseball Club Seats <i>preregistration required</i>	\$85	x	=
Calculate your total (Registration + Companion Events)			

## Select a payment option

<input type="checkbox"/> Cheque US\$ cheque payable to <i>International Academy of Mediators</i>	<input type="checkbox"/> Mastercard
<input type="checkbox"/> Wire Transfer <i>contact cramos@iamed.org for information</i>	<input type="checkbox"/> Visa
Name of Cardholder:	Expiry:
Account Number:	CSV (back of card):
Credit Card Billing Address:	

**Hotel** Hotel Nikko San Francisco, 222 Mason Street, San Francisco. Call 415-394-1111 or 1-866-645-5673 to reserve. Reference group code "SIAMED" or group name "IAM" for discounted rates until April 10, 2015.

**Conference Cancellations** Full refund on conference registration fees before April 10, 2015. 50% refund until April 17, 2015. No refund after April 24, 2015. All cancellations must be made in writing.

**Contact** Renee Levine, IAM Executive Director at 416-494-1440 x227 email: rlevine@iamed.org or Cristina Ramos-Tziamouranis at 416-494-1440 x228 email: cramos@iamed.org.

**Register** Mail completed registration form with payment to: International Academy of Mediators, 250 Consumers Road, Suite 301, Toronto, Ontario M2J 4V6 CANADA or register online at [www.iamed.org](http://www.iamed.org)



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Established 1996