

Mediate.com Online Mediation Training Forum #4 Chat
Forum on Experiential Training and Mentoring
May 14, 2021

09:02:43 From Clare Fowler : Hi Chuck! Hi Susan! What great friends we have here.

09:03:15 From Donna S : Good morning from Mt. Hood, Oregon! Good to see everyone. Excited to hear from Woody and Tricia...and friends today!

09:03:49 From Jim Melamed : The main Forum web page is here:
<https://www.mediate.com/onlinetraining/pg51.cfm>

09:03:55 From Tricia Jones : Thanks Donna. Welcome!

09:03:56 From Regina Newson : Good Morning from Nashville, TN

09:04:11 From silvia rosenbaum : Hi from Brazil!

09:04:22 From Jim Melamed : Jim's intro slides are here with links:
<https://www.mediate.com/onlinetraining/ForumIntro8.pdf>

09:06:09 From Susan Guthrie : You have to answer all to submit

09:06:11 From Rosa Abdelnour : Thank you, Jim

09:07:46 From Sandy Strawder Barrett : Still cannot get pass submit

09:07:57 From David Baca : Good morning from David Baca in Humble, Texas, USA!

09:08:23 From pjcho : cant submit

09:08:33 From Catherine (she/her) Feldman Axford : There were 5 or 6 questions I think.

09:08:47 From Tim Hicks : Submit only becomes available when you've answered all the questions, I believe.

09:08:56 From pjcho : Pam Howard Texas

09:09:02 From Tamagnini Ivo Valente : A partir da quinta pergunta já não avança...

09:09:51 From Aureluce Leopardi : Good morning for you all, from Brasil.

09:11:04 From Clare Fowler : So Donna, I hear that you are not feeling validated.

09:11:04 From Brian Galbraith (he, him) : Collaborative practice was not an option for ADR processes either.

09:11:15 From Tamagnini Ivo Valente : Olá Denize... Prazer em vê-la...

09:13:52 From Harry Manasewich : Jim: do you think it still holds true after the CDC announcement regarding no need to mask anymore...for most people?

09:14:11 From Donna S : LOL Clare! More like awkward...especially since I needed to choose one in order to submit/participate. Good lesson for my own future polls.

09:14:40 From Harry Manasewich : Jim: regarding online will continue to be dominate

09:16:12 From Jim Saunders : I think ODR must be a part of training. In my case, I am able to mediate many more community cases because I don't have to commute to a physical location. Most of the mediation dynamics on line are the same as face-to-face. The differences can be subtle.

09:17:45 From Dr Róisín O'Shea : I agree with Jim - I have only been doing mediation on-line since March 2020 and it is incredibly effective and I have delivered 4 mediator training courses on-line - again very effective

09:18:22 From Masoumeh Yazdani : The confidentiality is a controversial issue in online mediation. We can't find out if others are present in the room or if we are recorded...

09:18:38 From Wendy Foxmyn : Ty, Woody

09:18:53 From Colm Brannigan : I recently ran an online poll on LinkedIn. A small sample of around 100 responses - Over 80% of responses were that online would continue (depending on the dispute). So ODR is finally here to stay (I think1).

09:19:08 From Cris Poli : BOA TARDE!!!!

09:19:16 From Takeelia (she, her) : While we can't insure confidentiality on their end, we can insure it on our end.

09:20:36 From Cris Poli : CRIS POLIMediadora Judicial em JUNDIAÍ SÃO PAULO BRASIL

09:21:59 From Cris Poli : OI QUERIDA COLEGA E AMIGA FÁTIMA PATZ!!!!

09:22:18 From Jim Melamed : Michael and Committee's Mentorship materials are here: <https://www.mediate.com/onlinetraining/pg30.cfm>

09:22:34 From Harry Manasewich : If ODR training and practice become the "norm" what will it do to local practitioners? Community dispute groups? Economic and practice impacts?

09:22:43 From Chuck Crumpton HNL : Zoom's newsletter sent yesterday includes a survey of different sectors on how virtual they want the future to be. <https://blog.zoom.us/zoom-hybrid-future-survey/>

09:22:47 From Tom Rothschild : Let me play Devil's advocate a little. There is a tremendous difference between sharing a physical space with other people and shares squares on a screen. This is not to say that online mediation is "bad" or that in person is always "better." But having both kinds of experiences is important, so that one can learn something of the differences, emotionally, physically and otherwise. This applies I think to training (to the extent possible), but certainly to apprentice/mentorship and such programs.

09:23:04 From Jim Melamed : Tricia has put together all panel presentations into a single PDF and that is here:

<https://www.mediate.com/onlinetraining//May%2014%20Symposium%20PPT%20Presentation%20v3.pdf>

09:24:23 From Rosa Abdelnour : I agree with Tom.

09:25:41 From Jim Melamed : Michael's Author Page at Mediate.com is here:
<https://www.mediate.com/author/Michael-Lang/19>

09:26:46 From gabrielle hartley : MA and NYC, divorce mediation

09:26:59 From Merri Hanson : Hello all! Merri Hanson here from Virginia, USA. The workplace is my focus.

09:27:07 From Mary Ellen Shea : Mary Ellen Shea, Massachusetts, Mostly labor-employment and workplace ADR work mediation, arbitration and training

09:27:11 From Karin Marques : Maceió, Brazil.

09:27:19 From Jim Melamed : Final piece on Michael for the moment, is his reflective conversations video project: <https://www.thereflectivepractitioner.com/video-conversations>

09:27:20 From Jim Saunders : Vancouver, WA. Commercial Auto Insurance Claims Manager, Company Conflict Trainer, volunteer mediator in the community.

09:27:20 From Alice Rudnick : nys unified court system office of adr

09:27:26 From Catherine (she/her) Feldman Axford : I am liking the possibility of having hybrid processes. For Community Mediation that would be doing pre-mediation meetings on-line and mediations in-person, unless one of the parties has issues with travel or lives outside of the city.

09:27:27 From Chris T Oneonta : Chris Tausel, NY Agricultural Mediation

09:27:30 From Colm Brannigan : Med-Arb and training.

09:27:55 From Theresa McCoy-Carpenter : Attorney Theresa McCoy. RN. San JD Family Mediation

09:28:33 From Jim Melamed : Deep background on Tricia is here:
<https://klein.temple.edu/faculty/tricia-s-jones>

09:29:01 From Theresa McCoy-Carpenter : Sorry. BSN JD Illinois

09:29:06 From Debra Allen P.I. : Aloha from The Hawaiian Islands.

09:29:14 From Revathi G. Mohan : Revathi GMohan,India. Family mediation

09:29:29 From Lee Mozena : Lee Mozena, Seattle 🌟, COVID Mediation for govt employees, managers, business owners, and staff.

09:29:38 From Aureluce Leopardi : Aureluce Leopardi/São Paulo/Brasil

09:30:05 From Rosa Abdelnour : I am from Costa Rica. I am a lawyer since 1983 and an arbitrator and mediator, some 2000. I work as an arbitrator and mediator. I was a substitute judge in the Supreme

Court by 15 years. What I most like do do is Mediation and Arbitration. Mediation in all areas. I am a mediators and arbitrators trainer, too. I work with the Bar Association and the Court in ADR legal reforms, to improve ADR, including of course, ODR.

09:30:10 From Sandra Bayer : Sandra Bayer, collaborative lawyer and mediator. São Paulo, Brazil

09:30:34 From Dr Róisín O'Shea : Roisin O'Shea, Ireland, Partner in Arc Mediation for 11 years

09:30:46 From Jim Melamed : Main Task Force website is www.mediate.com/OnlineTraining

09:31:16 From José Mangini : José Mangini, Mediador. São Paulo, Brasil

09:31:54 From Núbia Correia : Núbia Correia, Mediador. Porto, Portugal

09:31:55 From Jim Melamed : And one more time for convenience, today's main Forum webpage is here: <https://www.mediate.com/onlinetraining/pg51.cfm>

09:32:14 From Danielle Miercort (she/her) : JD. Edmonds, WA. Working at the Kitsap County Dispute Resolution Center as the Volunteer Coordinator and in their training programs and as a mediator in their community mediation, youth and restorative programs.

09:34:29 From Luciana Gomes : Luciana Gomes, Mediadora. Campinas - Brazil.

09:35:28 From Jim Melamed : Global Development Forum webpage, including resources and videos, is here: <https://www.mediate.com/onlinetraining/pg6.cfm>

09:36:24 From pjcho : I work on IDEA Due Process Mediation. Many participating prefer not to have observers or interns in the mediation.

09:36:51 From Maria do Céu L. Battaglia : Psicóloga, Psicoterapeuta e Mediadora online. Rio de Janeiro, RJ, Brasil

09:37:56 From Forrest Mosten : Instead of doing indentured servitude in jobs that they take just to pay their loans, today's students can jump right into peacemaker career directions

09:38:12 From Paula M. Sady-CAAEB : our site in portuguese and english: www.caaeb.com - Rio de Janeiro- Brazil

09:39:20 From Forrest Mosten : Conflict Resolution and Access to Justice can and must go together.

09:39:47 From Rosa Abdelnour : In Costa Rica in the Houses of Justice (centers of community mediation), the mediators are advanced law students with a mediation training.

09:40:27 From Jim Melamed : NY State website is here: <https://www.nysdra.org/>

09:41:26 From Forrest Mosten : Daniel has walked the walk and modeled community peacemaking since he entered the field

09:43:21 From Mark Kleiman : Dan is a master of training and its applications to programs in a variety of applications that relate to the unique communities across a diverse state.

09:43:45 From Forrest Mosten : Imagine if our governments worked in the ways Daniel is discussing

09:45:40 From Jim Melamed : Doug's main Law School page is here:
<https://www.law.upenn.edu/cf/faculty/dfrenkel>

09:46:13 From Forrest Mosten : Doug's Book on Mediation Practice with video text is the gold standard--I have used all its editions in my courses

09:47:02 From Erika Deines : I have practiced mediation in all kinds of context - family, workplace, energy disputes, and taught at Royal Roads University in Justice Studies. I ran court mediation programs in 2 civil courts. I train-the-trainer in delivering workplace mediation seminars. I have developed a conflict coaching program based in part on Tricia's methodology and Milton Erickson's solution-focused method.

09:47:47 From Tim Hicks : Leaving now for paid work. ;-) Important discussion. Sufficient training scope and depth has been a question for decades. US typical standards when measured against some other countries do not score well, though apparently sufficient. But we could do better, whether in-person or virtually. Clearly, our forced facility with online over the past year has demonstrated how effective online can be. Interesting journey into the future.

09:47:51 From Jim Melamed : Note - worth the read!: APPRECIATION OF DOUG FRENKEL AND JIM STARK - <http://indisputably.org/2021/02/appreciation-of-doug-frenkel-and-jim-stark/>

09:47:56 From Tricia Jones : So true Woody. Doug's book is essential.

09:48:23 From Forrest Mosten : Doug is on target. Professional training courses in 5 days is no substitute for reading, video feedback, and the TIME to reflect and marinate

09:49:17 From Tricia Jones : And the opportunity to practice skills and receive time for reflection and feedback — absorption!

09:49:49 From Forrest Mosten : Community theatres are great sources of actors--much better than using students

09:49:57 From Jim Melamed : Also worth the look is Doug's The Practice of Mediation: A Video-integrated Text (Aspen Coursebook) 3rd Edition <https://www.amazon.com/Practice-Mediation-Video-integrated-Aspen-Coursebook/dp/1454870230>

09:52:14 From Tricia Jones : The use of conflict coaching as a support for pre-mediation work is so valuable.

09:52:40 From Forrest Mosten : Next week's forum will feature coaching as part of the program

09:52:42 From Tricia Jones : We'll learn more about that in next week's forum!!

09:53:18 From Erika Deines : Agreed, Trisha. It is useful from before to after mediation. It enhanced my mediations tremendously!

09:53:30 From Tricia Jones : Great to hear Erika!

09:53:58 From Tricia Jones : This is an exciting area of multiple process development in the field.

09:54:23 From Erika Deines : Absolutely. So much opportunity yet...

09:54:29 From Forrest Mosten : Training courses should highlight PPP: Preliminary Private Planning Sessions

09:54:41 From Tricia Jones : Yes Woody!

09:55:18 From Rosa Abdelnour : Yes! Preparation in the key for success!

09:55:40 From Clare Fowler : Woody, what a fun idea to bring in community theatre actors for role plays--I love it

09:55:43 From Chuck Crumpton HNL : And so much room and need for interdisciplinary ODR education, development and practitioner expansion beyond a law-centered orientation

09:56:40 From Rosa Abdelnour : You are right, Chuck. This go beyond the law!

09:56:57 From Mark Kleiman : I have a fear that evaluative mediation to law school students would create a preference even when ongoing relationships are the major component to a conflict like family, community and employment conflict.

09:56:59 From Jim Melamed : Merri's website is here:
<http://www.peninsulamediation.com/merri-l-hanson-m-a/>

09:57:57 From Rosa Abdelnour : And the idea for role plays is great!!

09:58:02 From Forrest Mosten : Mark: your insightful point could be a catalyst for a 2 hour forum !!!!

10:00:28 From Forrest Mosten : Merri is so right: entry into our field must be reworked

10:01:18 From Chuck Crumpton HNL : Mark's valuable insight reminds us how essential relational foundation building can be in all human conflict resolution, including institutional and commercial, and (too often neglected in the early stages) in public policy and community conflict management and resolution, and how those need to be elemental components of DR education and training

10:01:23 From Clare Fowler : Absolutely. The good thing is that this pandemic has turned the field on its head a bit, and many new mediators are figuring out creative ways to enter the field through flexibility and software savviness.

10:01:27 From Tricia Jones : And the availability of online learning can be a means to address that

10:02:47 From Erika Deines : Zoom is so great because of the breakout rooms for training.

10:04:27 From Chuck Crumpton HNL : The greatly increased convenience and reduced expense of virtual communications are critical to expanding access to equal justice in DR, as Woody aptly noted earlier - this is a uniquely open window for that, as this forum reflects

10:05:15 From Forrest Mosten : We all should study and support the mediation program of the Hopi Nation

10:06:16 From Erika Deines : ...and we have to have a Plan B if technology fails.

10:06:19 From antonio carlos menezes teixeira : Is there a platform especially designed to handle Mediation?

10:07:08 From Forrest Mosten : Merri is setting an agenda for public policy that our DOJ might consider

10:07:20 From Chuck Crumpton HNL : And, as Woody's insight indicates, we should learn from the vast indigenous wisdom and practices on conflict prevention, management and resolution

10:07:28 From Clare Fowler : Antonio, CREK is the leading ODR platform, and we are working on an integration at Mediate.com--stay tuned!

10:07:39 From Erika Deines : Mediation works really well on Zoom because of the ability of breakout rooms.

10:07:43 From Theresa McCoy-Carpenter : I agree Chuck

10:07:53 From Clare Fowler : True, Erika, thank goodness!

10:08:06 From Colm Brannigan : CREK is an amazing platform.

10:08:25 From antonio carlos menezes teixeira to Clare Fowler(Direct Message) : Thanks for the tip

10:08:37 From Erika Deines : And I agree, Clare. CREK is a recommendation we at the ODR Task Force at ADR Canada have put forward.

10:09:06 From Theresa McCoy-Carpenter : Will we have access to the slides from presenters?

10:09:19 From Jim Melamed : I need to correct the weblink to the NY Courts Dispute Resolution Program - it is here: www.nycourts.gov/adr

10:10:52 From Clare Fowler : Yes, Theresa, you have access to these incredible slides!

10:11:06 From Clare Fowler : We will share the link, as well as the recording and the chat summary.

10:11:07 From Michael Lang : Research is vital, not just for those steeped in research, but even more importantly for practitioners.

10:11:48 From Chuck Crumpton HNL : These times may also provide a window of opportunity and responsibility for DR and its practitioners to help move the needle from reactive to proactive, from competitive to collaborative, from subject specialty/single silo to interdisciplinary, from individual to systemic conflict prevention, management and resolution in all sectors of society to empower those most marginalized, undervalued and underserved

10:11:57 From Erika Deines : I agree. I have done research in my post-grad studies on "insight" (vs. analysis) and how they are used in mediation.

10:12:27 From Forrest Mosten : 10 years ago, we had an ACR Task Force to establish a Domestic Department of Conflict Resolution and Prevention--maybe it is time to restart this initiative

10:13:40 From Rosa Abdelnour : Yes, Forrest!

10:13:50 From Tzofnat Peleg-Baker : "Experience without theory is blind, but theory without experience is mere intellectual play." Declared to be "an old Kantian maxim" in General Systems Vol. 7-8 (1962), p. 11

10:14:02 From Jim Melamed : Mentoring and Case Consultation Resources are here:
<https://www.mediate.com/onlinetraining/pg30.cfm>

10:14:26 From Chuck Crumpton HNL : Great idea, Woody - Congresspeople who might be receptive may include Tim Kaine and Brian Schatz, who have had DR professionals as their chiefs of staff and lauded how invaluable that has been in their legislative roles

10:14:27 From Tricia Jones : Great question John! It is hard to find research on mentoring in any field! We have a gold standard to share with others

10:15:28 From Forrest Mosten : How many of you are currently in a consultation or study group that meets at least monthly?

10:15:38 From Tricia Jones : Thanks Chuck. I didn't realize that!

10:16:08 From Erika Deines : Would love to - maybe need to start one

10:16:16 From Melanie Duckworth : I'm not, but would love to join a group.

10:16:50 From Wendy Foxmyn : Surprised how few, in the poll, had had internship or mentoring experience.

10:16:59 From Forrest Mosten : Michael's book, Making of a Mediator is the seminal work on the theory and practice of mediation learning

10:17:09 From Erika Deines : Germany requires "Supervision" as part of membership in the mediation organization.

10:19:19 From Donna S : When I started as a mediator, 30 years ago, the community program I was fortunate enough to volunteer for required co-mediation with peer discussions after each mediation plus monthly group discussions for 12 months. If you didn't do these, you didn't get to continue in the program!

10:19:40 From Wendy Foxmyn : Ditto, Donna.

10:20:19 From Harry Manasewich : Same Donna. I volunteer at 2 Community Dispute orgs and they still do most of that.

10:20:32 From Clare Fowler : Many mediators stated hesitancy to mentoring pre-pandemic. People were nervous about bringing a mentee into the room and breaking confidentiality or making

their clients uncomfortable. However, online mediation provides the perfect venue for mentoring: a Zoom Moderator! Bring in a mentor whose job is to manage chat, breakout rooms, etc. Mediators can focus on the mediation, and new mediators have a chance to observe mediations.

10:21:50 From Chuck Crumpton HNL : Woody and Tricia, maybe a task force/committee collaboration with Convergence and possibly others, such as the Consensus Building Institute, Keystone, Merri Hanson, Carole Houk and others on developing a Domestic DR Dept.? Might help serve a timely need.

10:21:50 From Erika Deines : I agree, Donna. As court mediation coordinator I mentored my group of mediators after every mediation. We had a reflective practice one-on-one as well as monthly lunch and learn session where we did group reflections.

10:23:23 From Rosa Abdelnour : Wow, Clare. How description of a Zoom Moderator. Love it!

10:23:32 From Theresa McCoy-Carpenter : In South Suburban ILL there is little access to mediation internships or observation. One would need to travel into Chicago to ADR headquarters.. online mediations would increase access to this kind of mentor ship amd training

10:23:39 From Clare Fowler : That's a great idea, Erika! Love the consensus approach.

10:24:18 From Erika Deines : Thank you for the tip. I will do that.

10:24:58 From Chuck Crumpton HNL : CIS, Patricia, Roger Moss and Esmail Rahimian are doing extraordinary work, especially in landlord-tenant eviction matters, and expanding it well beyond that

10:26:45 From Erika Deines : Clare - and the side effect of the mentoring was that the mediation team became incredibly supportive of one another and to this day the Department of Justice is wondering why this group is so cohesive compared to other jurisdictions.

10:27:04 From Clare Fowler : I love it :)

10:27:59 From Masoumeh Yazdani : I love to join in a mentoring group

10:28:09 From Rosa Abdelnour : Me too

10:28:17 From Chuck Crumpton HNL : Hawai'i's community mediation centers have just succeeded in convincing our State legislature to pass an act requiring and funding rapid response mediation for landlord-tenant eviction cases, administered through the community mediation centers, that will establish a cadre of fixed fee mediators for those cases on a pretty much full time basis during the need for that service

10:29:46 From Clare Fowler : Let me point out--Mediate.com has started a monthly webinar group. We are fortunate to have incredible pioneer mediators, but we will also be spending much of our time just speaking with each other going forward. Brainstorming, marketing and mentoring ideas, debriefing, and forming connections with other mediators.

10:33:54 From Jim Melamed : Mediate's Monthly Conversation Project is here:
<https://www.mediate.com/products/pg1388.cfm>

10:35:26 From Forrest Mosten : Susan's wisdom is so important. Life long learning and making mediation your "Life's Work" provides confidence in your dedication to be a true artist in mediation

10:36:27 From Erika Deines : We had to do co-mediation for one year "on probation" with a lead-mediator before we were accepted on the permanent roster (unpaid for the year)

10:36:45 From Michael Lang : Woody's comment about Susan's point is key to the work of all the presenters at this Forum—life-long learning for all is the key to excellence in practice.

10:38:29 From Donna S : Thank you Susan, very thought-provoking ideas for us all.

10:41:24 From Erika Deines : I agree with John. It is a different skill set to mentor.

10:41:50 From VINH DO : I'm hearing elements of coaching among the presentations. Are we using mentoring and coaching perhaps interchangeably?

10:42:33 From Forrest Mosten : Former Academy of Family Mediators had a special membership status to facilitate groups and case consultation was required for Advanced Practitioner Status

10:43:17 From Tzofnat Peleg-Baker : Working in groups is critical for continuous learning. learning is most effective through interactions by exploring and incorporating diverse perspectives.

10:45:19 From Marcus Lang : Trisha, unfortunately I arrived at 10:24. John mentioned "available materials" , can you direct me? Thanks Marcus Lang

10:46:42 From Jim Melamed : Lots of materials at <https://www.mediate.com/onlinetraining/pg30.cfm>

10:46:55 From Tricia Jones : There are wonderful committee resources.

10:46:58 From Jim Saunders : So true! Students have limited attention spans, and teachers have limited stamina!

10:47:02 From Tricia Jones : Mentoring and Case Consultation Resources are here: <https://www.mediate.com/onlinetraining/pg30.cfm>

10:47:08 From Regina Newson : You can have too much zoom. At the end of a long day of zoom, the real question is how much did you really learn. The brain gets overloaded.

10:47:31 From Rosa Abdelnour : The ego depletion.

10:48:19 From Catherine (she/her) Feldman Axford : Our Community Mediation Service does our mentoring debrief conversations for each mediated mediation via telephone. This has not changed with the availability of videoconference.

10:48:44 From Chuck Crumpton HNL : Great insight, Tzofnat - Michael's exceptional work in building reflective practice groups and value is, in Woody's word, truly seminal

10:49:52 From Michael Lang : Conversation with Howard Herman

10:50:10 From Jim Melamed : Could the panel comment on the value of individual vs. group mentoring . . . is one better than the other or is a combination of both ideal?

10:50:36 From Michael Lang : Conversation with Howard Herman - <https://youtu.be/a6HgoxB2Ot8>

10:51:27 From Chuck Crumpton HNL : Great point, Catherine - ironically, a good number of community mediation center programs often offer more extensive and valuable training, mentoring and feedback for mediators and programs than many commercial ADR providers.

10:51:53 From Merri Hanson : I hate to depart when there is so much to learn and discuss, but have a virtual mediation that begins in ten minutes. Wonderful to hear such interesting practice ideas. Many thanks to John and Woody!

10:52:11 From Tricia Jones : Thank you Merri — Mediate well!

10:52:22 From Tzofnat Peleg-Baker : @chuck, good to see you here. It is a dance, combining group and mentoring to maximize the effectiveness of learning. As long as there is an interaction between people of different perspectives, it is highly supportive of learning

10:53:42 From Chuck Crumpton HNL : Love the dance metaphor, Tzofnat, as our work, like jazz and dance, seeks to create harmony of sound and movement from discord

10:54:42 From Donna Silverberg : I support the two-prong approach for mentoring: You don't know what you don't know and often group discussion reveals ideas one never considered. See most of today's interdisciplinary ideas for learning, e.g.!

10:54:43 From Tzofnat Peleg-Baker : I think anything to do with the complexity of human interactions is a dance :-)

10:55:04 From Erika Deines : I agree that online is a good fit for mediation because of the efficiency - cost, time, convenience

10:55:27 From Catherine (she/her) Feldman Axford : IN Ontario the Community Mediation centres have come to refer to our group meetings as Community of Practice.

10:56:10 From Erika Deines : I like that, Catherine.

10:56:15 From Chuck Crumpton HNL : Zoom's recent survey of thousands of participants in different activity sectors reflects that far more believe that hybrid and virtual communications will increasingly predominate in the future than those who believe that in person communications will predominate

10:56:45 From Regina Newson : Mediation Education will combine both online and in person. We need to train our mediators on the use of technology,

10:57:48 From Rosa Abdelnour : Yes, Regina. One obstacle to online mediation is the fear to the technology.

10:58:00 From Daniel Kos : In terms of the future of training and mentorship being online . . . I believe there are many potential benefits, specifically around the ability to teach and refine skills. The downside, however, is that attitude/mindset learning objectives are not as effectively taught online. Thanks to everyone for attending!

10:58:02 From Erika Deines : In British Columbia, all family mediators (for court) had to take an online training in "Facilitation Skills for Online Mediators"

10:59:01 From Clare Fowler : Anyone interested in mentoring or hearing the next generation of mediators, please join our amazing conference this weekend! Look at these incredible youth global leaders: <https://www.mediate.com/YouthVoicesinADR/pg3.cfm>

10:59:10 From Erika Deines : We could not have done this if not online!

10:59:22 From Erika Deines : Thank you all for organizing this session.

10:59:35 From Tzofnat Peleg-Baker : Mentoring is a multidirectional learning experience bringing about learning for the mantor as well

10:59:35 From Tricia Jones : So true Erika! We are living the dream.e

10:59:54 From Morenike Obi-Farinde : Thank you all. Great session

10:59:56 From pjcho : Thank you

11:00:09 From Tricia Jones : Thank you All!

11:00:12 From Colm Brannigan : Thank you all so much for this excellent presentation. Enjoy the weekend, whatever that means in this strange time!

11:00:17 From margueritedorn : Terrific session, thanks to all.

11:00:22 From Harry Manasewich : Many thanks to all

11:00:24 From Beverly-Ann : Thank you kindly for this breath of knowledge.

11:00:26 From Chuck Crumpton HNL : Important point, Daniel - are there things that virtual communications can expand to offer that may help fill in some of those gaps between them and what in person communications can make possible for attitude/mindset training?

11:00:28 From Colin Rule : wonderful presentation! great job, everyone!

11:00:30 From Camila Leal : Thank you!

11:00:32 From Tricia Jones : HUGE thank you to all presenters!! You are such models for all of us.

11:00:42 From Nelson Rezende : Thank you everyone. Great meeting!

11:00:42 From Forrest Mosten : Must leave to conduct a training now.

11:00:52 From Rosa Abdelnour : This sessions are food for the soul!

11:00:55 From Tricia Jones : Thanks Woody!

11:01:33 From Chuck Crumpton HNL : great point, Jim - Lucy Greenwood has initiated Green Arbitration and Green Protocols, domestic and international, and John Sturrock and others are extending it to mediation - please join them

11:01:38 From Maria do Céu L. Battaglia : Thanks all!

11:01:48 From Lee Mozena : Wonderful. Thanks.

11:01:56 From Regina Newson : Thank you all for the work you are doing.