



2020 ANNUAL CONFERENCE
Thur.-Fri., April 16-17, Overland Park, KS
University of Kansas, Edwards Campus

SuperPower Settlement Skills: Breaking Through Barriers to Reach Resolution

with
Brian Pappas JD PhD



Pending
Hours

KANSAS—12 CDRE hours; 1 Ethics hour; 12 CLE hours, 1 Ethics hour
 MISSOURI—12 Civil Mediation hours, 12 CLE hours, 1 Professional hour

DAY & TIME	CONFERENCE AT A GLANCE
Thursday, 12:30-1:00	Registration
Thursday, 1:00-2:00	Introduction: Why Do Mediations Not Settle?
Thursday, 2:15-3:45	Barrier #2 & 3: Communication Skills
Thursday, 3:55-5:00	Barrier #4: The Mediator Can't Maintain Control
Thursday, 5:00-7:30	Evening with Brian Pappas
Friday, 8:30-10:15	Barrier #5: Pressure & The Mediator's Focus on Settlement
Friday, 10:30-12:30	Barrier #6: The Mediator Doesn't Let the Process Work
Friday, 12:30-1:45	HMA Annual Meeting & Awards Ceremony— <i>Lunch provided</i>
Friday, 1:45-3:15	Barrier #7: The Parties Don't Know What They Want
Friday, 3:30-4:30	Ethics
Friday, 4:30-5:00	Take Aways & Wrap Up



Professionals in Conflict Resolution

SuperPower Settlement Skills —APRIL 16-17

with Brian Pappas PhD, JD,

Brian Pappas is Assistant Vice President of Academic Affairs at Eastern Michigan University. In this role he oversees collective bargaining, grievance procedures, tenure, and promotion, and all other aspects of academic human resources. Brian began his academic career at Michigan State University's College of Law, where he worked for ten years as Clinical Professor of Law and Associate Director of the Alternative Dispute Resolution Program. Brian also directed the Conflict Resolution Clinic, coached negotiation and mediation competition teams, and taught mediation, negotiation, and contract negotiation. Brian next worked at Boise State University as Assistant Professor of Public Policy and Administration, where he directed the Conflict Management department.

Brian holds J.D. and LL.M. degrees from Wayne State University and the University of Missouri, B.A. and M.P.P. degrees from the University of Michigan, and a Ph.D. in Public Administration from the University of Kansas. Brian is a qualified Civil and

Domestic Relations Mediator under the Michigan Court Rules (2.411 and 3.216). He is also a Michigan Supreme Court Administration Office-approved civil and domestic relations trainer and has trained thousands of mediators in court, community, business, and government contexts.

Currently Brian serves on the executive committee as the budget officer of the American Bar Association's Section of Dispute Resolution and on the Board of the Mindfulness in Law Society. Previously Brian served as a member of the State Bar of Michigan's ADR Section Council, and on the board of the National Association for Community Mediation. Brian's research interests lie at the intersection of law, dispute resolution, and public administration. He examines the tensions between formal and informal dispute processes, studying Title IX, Med-Arb, and peer mediation in prisons. His writings have been published in the International Journal of Organization Theory & Behavior, the Journal of Legal Education, The Denver Law Review, and in the Harvard Negotiation Law Review.

REGISTRATION FEES	Early Bird (to April 8)	Last Minute (April 9-17)
FULL CONFERENCE		
Member	\$145	\$185
Non-member (includes 1-year HMA membership)	\$210	\$250
Student (full-time, CDRE only)	\$80	\$100
THURSDAY ONLY		
Member	\$100	\$140
Non-member (includes 1-year HMA membership)	\$165	\$205
Student (full-time, CDRE only)	\$50	\$60
FRIDAY ONLY		
Member	\$120	\$160
Non-member (includes 1-year HMA membership)	\$185	\$225
Student (full-time, CDRE only)	\$70	\$80

LOCATION: KU Edwards Campus, BEST Conference Center: 913.897.8400/12600 Quivira Rd., Overland Park, KS 99999913.913.897.8400



SuperPower Settlement Skills

DETAILED SCHEDULE

THURSDAY, APRIL 16:

12:30-1:00: REGISTRATION

1:00-2:00: Introduction: Why Do Mediations Not Settle?

- Barriers #1: Parties' Lack of Knowledge About How to Negotiate

2:00-2:15 BREAK

2:15-3:45: Barrier #2 & 3: Communication Skills

- Barrier #2: The Parties Can't Talk to One Another
- Barrier #3: The Mediator Doesn't Have the Right Question

3:45-3:55: BREAK

3:55-5:00: Barrier #4: The Mediator Can't Maintain Control

- Control at Any Point: How to Interrupt

5:00-7:30: Evening with Brian Pappas

FRIDAY, APRIL 17:

8:00-8:30: REGISTRATION (Friday-only attendees)

8:30-10:15: Barrier #5: Pressure & The Mediator's Focus on Settlement

- Pillars of Mediation: Confidentiality, Impartiality, Self-Determination, and Informality

10:15-10:30: BREAK

10:30-12:30: Barrier #6: The Mediator Doesn't Let the Process Work

- Demonstration of Process

12:30-1:45: HMA Annual Meeting & Lunch

1:45-3:15: Barrier #7: The Parties Don't Know What They Want

- Essentials of Negotiation Planning & Turbocharge Your Caucus

3:15-3:30: BREAK

3:30-4:30: Ethics

4:30-5:00: Take Aways & Wrap Up

PROGRAM DESCRIPTION

Why do some mediations fail to result in settlement? This advanced 1.5 day training for attorneys, attorney/mediators, mediators and ADR professionals will focus on helping practitioners examine the barriers to reaching settlement and on techniques for making mediations more efficient and effective.

Attorney/mediators, attorneys, mediators and all ADR professionals will leave with:

- Enhanced communications skills for helping parties talk to one another
- Tools for productively maintaining control in difficult situations
- Questioning skills to take your mediations to the next level
- Negotiation planning skills that will improve your use of caucus
- Mindfulness and ways mediators can maintain their balance in difficult circumstances

Thursday's session will include a discussion on the four barriers of settlement for attorney/mediators, attorneys, mediators and ADR professionals:

- Lack of knowledge about how to negotiate
- Deficient communication between parties
- Not having the right questions to ask
- Not maintaining control

Friday's session will include one ethics hour and discuss three more barriers to settlement for attorney/mediators, attorneys, mediators and ADR professionals:

- The pressure and focus on settlement
- Not letting the process work
- Helping the parties figure out what they want

Brian will link the barriers and skills needed to help the client make changes toward settlement. This workshop will include the modalities of discussion, role-play, and fishbowl exercises to help attorneys, attorney/mediators, mediators and ADR professionals to achieve meaningful improvement in their interactions with clients and success in their practices. The presenter will provide a one-hour presentation on the specific ethical rules that apply to attorneys, attorney/mediators, mediators and ADR professionals concerning truthfulness, fraudulent misrepresentation, professional integrity, and zealous advocacy and will relate those ethical rules to the skills of ne-

MORE USEFUL INFORMATION

CONTINUING EDUCATION: HMA requested approval and the following hours are pending

- **KANSAS**—12 CDRE hours, 1 Ethics hour; 12 CLE hours, 1 Ethics hour
- **MISSOURI**—12 Civil Mediation hours, 12 CLE hours, 1 Professional hour

PARKING: Parking is plentiful around the BEST Center.

WHAT TO WEAR, WHAT TO BRING: Expect others to wear business casual attire; **consider layering for temperature variations;** bring business cards.

HOTEL NEAR CONFERENCE

Hawthorn Suites by Wyndham Overland Park

11400 College Blvd.

Overland Park, KS 66210

Main Hotel: (913) 344-8100

or call Phil: (913) 344-8140

For conference rate:

Book before April 9 and mention

Heartland Mediators Association Room Block

King Standard Room: \$79.99 + taxes

Double Standard Room: \$84.95 + taxes

Suite: \$89.95 + taxes

Free wifi, free hot breakfast included

Heartland Mediators Association



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REGISTRATION FORM

Price list on page 2. Mail to HMA, PO Box 14971, Lenexa, KS 66285,
or register online: www.heartlandmediators.org.

Name: _____

Company: _____

Address1: _____

Address2: _____

City: _____

State: _____ Zip: _____

Cell #: _____

Home Phone #: _____

Business Phone #: _____

Email: _____

HMA Member

Non-Member

Student (full-time)

Dietary restrictions? _____

Comments: _____

Payment options:

Pay by Credit Card:

Card # _____

Expiration Date: _____

Pay through PayPal on Web Site

Pay by Check, # _____

Pay at the Door

Plan to attend:

Full conference

Thursday only

Friday only

Early bird registration (up to April 8)

April 9 or after

TOTAL AMOUNT OWED: \$ _____

(prices on p. 2)