



CONNECTING THE VIRGINIA MEDIATION COMMUNITY

PRESIDENT'S MESSAGE BY PAULA YOUNG

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Mediators: Focusing on Others

Inspire people through your work. Enrich their lives. Eckhardt Tolle, in his latest book – *A New Earth: Awakening to Your Life's Purpose* – suggests that these two values will bring us happiness and allow us to live purpose-centered lives. As a group, mediators instinctively live these other-oriented values. We love what we do. We find inspiration in it, and we have a passion for sharing the hope, love, creativity, and joy that lives at the center of our practice. We strive to provide parties with the highest quality mediation experience possible. So how does VMN help us do that?



I come off the role of Conference Co-chair and, as a related article describes, we experimented with conference formats that allowed us to bring ever-sophisticated programming to our increasingly sophisticated membership. We will continue to offer CME credit-earning opportunities. And, we hope the Virginia mediation community will see VMN as the “go-to” organization that enhances professionalism and brings true professionals together on a regular basis for the exchange of experiences, ideas, techniques, knowledge, passion, and fellowship – whether we earn CME credit for those experiences, or not.

I am so very excited to serve with the members of our current Board. If you do not know them, please read their biographies posted on the VMN webpage at <http://www.vamediation.org/board>. Our three new members – Karen Richards, Larry Harris, and Galloway Beck – bring varied backgrounds and tremendous enthusiasm to our Board. And, the Board members with whom I worked over the last several years continue to inspire me and enrich my life with their dedication to the goals and values of VMN.

We are starting a strategic planning process, using a bottoms-up interview process, which will allow us to gain insight into your dreams for this organization. I am so excited to be a student, learning from our members, about what we can do as an organization to serve you and to serve those mediators who have not yet joined VMN.

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Go to:
vamediation.org
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back to VMN at no addi-
tional
cost to you.
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Target through
Amazon!!

And, finally, I want to take this opportunity, as the VMN President, to remind us of the strong leadership legacy I inherit. I asked Robin, our administrator, for a list of past-Presidents of VMN. I was struck by the service so many in our community provided to this organization. I also noted how many of our former Presidents now serve on national-level mediation organizations or in other capacities of on-going leadership. My opportunity to serve this community as President never entered my mind when I joined VMN about ten years ago. Instead, my ever-present thoughts were: How can I serve this wonderful community? And, what can I learn from this amazing collective consciousness? How can I be a better practitioner, trainer, and scholar through the experiences I enjoy at VMN?

So, as we begin a new membership year, I ask you to ask yourself these questions: How can I serve VMN? What can I learn from the members of its community? How can I inspire people through my practice? And, how can I enrich the lives of other mediators and the people I serve? Am I working on something that can change the world?

Have a wonderful holiday season! Peace and love.

Paula Marie Young
VMN President

Support VMN While Holiday Shopping

Remember to do all of your shopping at Amazon through the VMN Website at www.vamediation.org to send up to 4% back your professional organization.

Just click on the link on the VMN homepage and start supporting VMN with every purchase! You can even download books to your Kindle through the Amazon link and benefit VMN. Happy Shopping!





Carroll Edward Dubuc Presented with Distinguished Mediator Award, Posthumously

Carroll Edward Dubuc was awarded the Distinguished Mediator Award given by the Virginia Mediation Network (VMN) at its Fall 2012 Annual Fall Training Conference held at Wintergreen Resort, Virginia. He was the third recipient of this award, which VMN plans to present annually. It recognizes a prominent member of the mediation community in Virginia who demonstrates personal and professional commitment to advancing peaceful conflict resolution. VMN recognizes recipients for one or more of the following qualities:

- leadership in promoting and advancing the field of mediation;
- innovation in the development of mediation programs or creative applications of mediation;
- significant published writings on the subject of mediation;
- exemplary pro bono mediation service;
- cutting edge advanced mediation training; or problem solving.

Recipients must exemplify personal and professional integrity and respect for others, as well as demonstrated commitment to continuing growth of high quality mediation in the Commonwealth of Virginia.

Carroll died August 19, 2012. He lived in Falls Church, Virginia. His wife, three sons, and five grandchildren survive him. He graduated from Cornell University in 1955 and from Boston College Law School (with honors) in 1962. He served 26 years as a pilot in the Navy Reserve, retiring at the rank of captain. He started practicing aviation law in New York City in 1962, became a partner in the firm of Haight, Gardener in 1970, and moved to Virginia to head the firm's D.C. office in 1975. Over the next 25 years he handled many complex and well-publicized airline-related cases.

In recent years, he focused on mediation and arbitration. He served as a mediator with Attorney's Arbitration and Mediation, Inc. and the Northern Virginia Mediation Service in Fairfax. He provided pro bono services as a mediator in fee dispute cases under the Virginia State Bar Fee Dispute program.

He served as a member of the VMN board and on the governing council of the Joint Alternative Dispute Resolution Committee of the Virginia Bar Association and the Virginia State Bar. He participated in a number of initiatives, including mediation of elder law cases.

Carroll served as chair of the ADR Section of the Fairfax Bar Association. He also served as a neutral case evaluator and a motions conciliator in the Fairfax County Circuit Courts.

His enthusiasm for and commitment to mediation was remarkable, and the Virginia mediation community will miss his leadership and service.

Please join us in welcoming our newest Board Members of the Virginia Mediation Network

Galloway Beck



Galloway Beck is Virginia Certified Mediator and mediates in the General District and Juvenile & Domestic Relations Courts. He is a volunteer mediator and member of the board of directors for the Mediation Center of Charlottesville. Galloway has been Director of the Department of Human Resources for the City of Charlottesville since 1998 where he is currently responsible for development and administration of the City's human resources policies, procedures and programs. He has an MA in Political Science from the University of Wisconsin-Milwaukee and undergraduate degree in Political Science from Rhodes College in Memphis, TN. He is also certified as a Senior Professional in Human Resources. Galloway will be joining the VMN Marketing and Membership Committees.

Karen Richards

Karen Richards has worked as a mediator and conflict resolution and communication trainer since 1993. A Virginia Certified general and family Mediator (all levels), mentor, and trainer, she has trained more than 1,500 people from across the country and the world in conflict resolution and communication skills. She also has provided more than 1,400 hours of mediation and facilitation services to hundreds of individuals, families, and organizations. Recently she was appointed as a Workplace Mediator for the Virginia Department of Human Resource Management Office of Employment Dispute Resolution's statewide workplace mediation program. Karen served the Hampton Roads community for many years as a staff member, trainer and volunteer for the former Virginia Conflict Resolution Center where she was honored in 2011 for "Advancing the Profession of Mediation." She received a B.S. in Journalism from the University of Maryland - College Park, and an M.A. in Transpersonal Studies from Atlantic University where she is a member of the faculty. Karen Richards will be taking over as Chair of the Communications Committee.



Larry Harris



Larry Harris has mediated as a Virginia Certified Mediator for the Virginia General District Courts, JD&R Courts, Circuit Courts, and Better Business Bureau since 1999. He was a mediator for the former Virginia Conflict Resolution Center and currently volunteers as a mediator with The UP Center with offices in Norfolk and Portsmouth. Since 2010, Larry has served as a mediator for the Virginia State Bar (VSB) Fee Dispute Resolution Program. He has also mediated for the National Guard Bureau and has mediated and facilitated cases for several DOD Agencies covering a variety of EEO and work place subjects and issues. Larry is currently a Civilian Human Resources Specialist with the Department of the Army. He holds a Bachelor's Degree in Human Resources Administration from Saint Leo College and a Master's Degree in Human Resources Management from Troy State University. Larry will be joining Galloway on the Membership Committee and will also be helping out the Sponsorship Committee.

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If you'd like to join these Board members on one of their committees or would like to join any other committee don't hesitate to reach out to them via phone or email. All Board members' contact information is located on our website at www.vamediation.org.

Exciting VMN Spring Conference Planned!

SAVE THE DATE: March 2, 2013 University of Richmond, Jepson Alumni Center

The Virginia Mediation Network Presents:

Sharon Strand Ellison, MS

“Powerful Non-defensive Communication for Mediators and Attorneys”

Sharon Strand Ellison, Sharon Strand Ellison, M.S., Director of the Institute for Powerful Non-Defensive Communication, is an internationally recognized communication consultant, an award-winning speaker and the author of ***Taking the War Out of Our Words.***

In this training program mediators and attorneys will gain a deeper understanding about how traditional methods of communication – built on the “rules of war” – serve as the basis for how we talk to each other in professional relationships. The physiology and dynamics of defensiveness will be examined as related to the mediation process. In addition, participants will learn to identify pitfalls in currently accepted communication practices, such as active listening and “I messages.” Beyond learning certain “techniques,” participants will walk away with skills they can use immediately to enhance their ability to facilitate genuine, heartfelt conversations.

Here is what others have had to say about Sharon Strand Ellison’s trainings:

“After seeing you in action and learning more about the non-defensive communication process you teach, I believe it is the most powerful and effective communication technique I have seen. I wonder what would have happened if you had been at . . . the Middle East peace talks. ”

– Maureen A. Tighe, Attorney, U.S. Department of Justice

“I have experienced Sharon Ellison’s PNDC presentations both in a brief workshop at a national conference and at a full-day seminar she presented to our group in Chicago a few months later. Her presentations were riveting, powerful, and effective. Her voice, her manner, her inclusiveness and her approach helped each participant to understand the importance and the effect of PNDC on personal communication experiences as well as professional ones. I try to utilize Sharon’s methods whenever possible and have found it has made a profound difference in how I approach problem conversations professionally and personally. As an adjunct professor teaching a law school seminar on Alternative Dispute Resolution, I require my students to first read and then discuss “Taking the War out of our Words,” so that they will be receptive to the paradigm shift necessary to fully understand ADR. Sharon Ellison has my utmost respect and admiration. I would unhesitatingly recommend any program she offers to any group who may have the privilege of attending it.”

– Sandra M. Rosenbloom, Attorney at Law, Northfield, IL

For more information about Sharon Ellison visit <http://www.pndc.com/>



Fall 2012 Conference: Our Heads in the Clouds; Our Feet Firmly on Earth!



Ever spent time in a cloud? Attendees at VMN's Fall 2012 Conference did. The conference – *Skill-Building, Diagnostic Tools, Mentoring, and Ethics for the Advanced (and Newer) Mediator: Enhancing our Growth and Awareness* – provided members three lovely, early October, days at the Wintergreen Resort. Given the mountain elevation, the foggy weather, and the thought-provoking programming, we had our heads in the clouds in the best possible way. If you couldn't attend, here is what you missed!

A program on the neuroscience of apology that attendees considered “refreshing,” “interactive,” “outstanding,” and the “highlight of the conference.”

Deep focus on the tax issues associated with divorce. Attendees called it “exhaustive, challenging, and comprehensive.” Others found it “extremely helpful.” Another suggested that “courses like this are very good because they go into more detail.”



The welcomed return of two peer mentoring sessions. Attendees rated these sessions very highly and hoped we would offer them “at every conference.”

Two ethics sessions, both of which got great reviews. Attendees appreciated the use of film clips to spark discussion about ethics. Others appreciated the coverage of the important topic of child abuse reporting.

Plenty of networking opportunities! One attendee “enjoyed having time between sessions to visit and talk with peers.” Another attendee appreciated “the ability to network with experienced mediators.”



Greater attendance than ever at the Bookzone! (See page 9 for the next Bookzone selection).

Entertainment! “Driftin’ Westward,” a country-bluegrass band quickly got members dancing. “The band was fun!” and an attendee was “very much grateful for the Southwest [Virginia] musicians.” VMN thanks the conference sponsor who made this entertainment possible.

Overall, several attendees indicated that the conference was “nicely done.” “All the speakers were really great!”

Watch for information about our Spring 2013 conference. See page 5 for more information.

Ethical Dilemmas: Get Guidance from Experts

Have you ever faced an ethical dilemma and weren't quite sure what to do? The Committee on Mediator Ethical Guidance of the Section of Dispute Resolution of the American Bar Association (ABA) can help. It accepts inquiries from practitioners and provides advisory opinions based on the interpretation of the Model Standards of Conduct for Mediators (2005). Advisory opinions appear at <http://apps.americanbar.org/dch/committee.cfm?com=DR018600&edit=1>.



You may submit an inquiry at <http://www.abanet.org/dispute/documents/IntakeFormFINAL.doc>.

VMN President Paula Marie Young, a former member of the Committee, will also submit an inquiry on your behalf.

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Embracing Social Media

Social media is more than just Facebook or Twitter. It is a mode of communication and interactive platform that allows individuals to create and share user generated content. While Facebook and Twitter are two of the most popular forums, there are also other platforms such as blogs, podcasts, LinkedIn, YouTube, Wikipedia, Pinterest and many more. Social media costs nothing and there are no entry barriers. Social media is here, and it's here to stay.



In fact, people of all, ages, gender, race, class, and professional fields are members of Facebook or know at least three people who are.

Top 5 reasons to embrace the good of social media as an organization:

It's Free- It costs nothing to join Facebook and write a post or comment on a picture. You can also hashtag (#) a particular book, author, or idea on Twitter, or even write an article about your expertise in a blog.

It's where our peers are- Social media lends itself perfectly to connecting you with other people just as passionate about a particular industry

It's the best way to get publicity- Most journalists and industry professionals are using social media to communicate and listen to the buzz and if you make your presence known they begin to spread the word about who you are, what you do, and what you have to offer.

It helps attract more members- Whenever you are communicating through a social medium you are helping to build a little more awareness about yourself, especially if you have something truly interesting or exclusive to share. It gets the message out, so the more web traffic you get the more likely we are to increase membership.

It's the future- This wave of social media marketing is here to stay... and if you don't jump on board now you are severely hampering your chances of longevity online – which is where more business is going.

Let's Get Started!

Did you know that the Virginia Mediation Network has a Facebook page?

(<https://www.facebook.com/pages/Virginia-Mediation-Network/173148482716303?ref=ts&fref=ts>)

I encourage each of you to join Facebook if you aren't already a member, "Like" the VMN Facebook page, and begin sharing information and resources. Tell us what's going on in your community or post interesting articles, upcoming training courses, photos, or videos.

It's Time to Renew Your Dues for 2013!

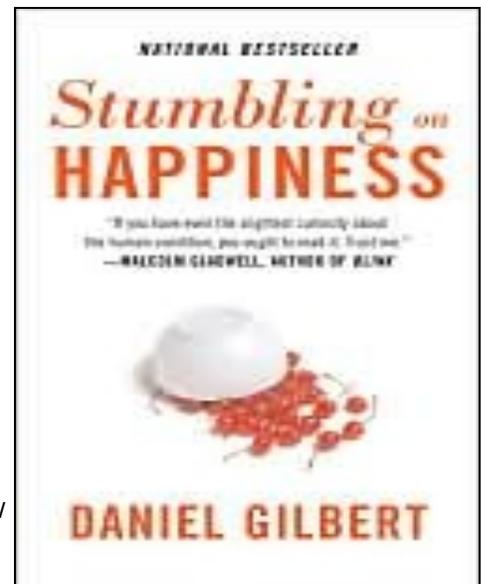
Watch your mail for the 2013 Membership Application which will be mailed very soon. If you prefer—you can renew today online by [clicking here](#). We have many exciting things planned for 2013—be sure to tell a friend or colleague about the value in becoming a member!

Fall 2012 Bookzone

VMN BOOKZONE - NEXT SELECTION

Stumbling on Happiness by Daniel Gilbert, Vintage Books, New York (2006)

You think you know what makes you happy, but you are probably wrong! Dan Gilbert, a Harvard professor, draws on the fields of psychology, neuroscience, philosophy and economics to explore how well humans can predict future affective states. It turns out that by any objective standard, we're pretty bad at it. Insights from this witty, engaging book are immediately transferable to the practice of mediation, where people in conflict are making choices they believe will make them happier. Deepen your understanding of how the brain works to hamper the ability to choose what brings true satisfaction.



Available at Amazon: <http://www.amazon.com/Stumbling-Happiness-Daniel-Gilbert/dp/1400077427>

Please note this is a great opportunity to use the link to Amazon.com on the VMN home page at www.vamediation.org and send some money back to VMN!



VMN Spring Training Conference

University of Richmond
Jepson Alumni Center
March 2, 2013
Plan to attend!