



INTERNATIONAL ACADEMY OF COLLABORATIVE PROFESSIONALS

Resolving Disputes Respectfully

COLLABORATIVE NEGOTIATION COURSE INTERMEDIATE WEBINAR SERIES

“BEYOND THE BASICS: KEY DISTINCTIONS AND SKILLS FOR HELPING DIVORCING COUPLES REACH MUTUALLY ACCEPTABLE AGREEMENTS”

Background information. This course, led by Collaborative professional J. Mark Weiss, consists of four webinars to help build understanding and skills in negotiation and conflict resolution facilitation for intermediate Collaborative professionals. Each weekly seminar (described in more detail below) focuses on an important aspect of work in the Collaborative process. This course is intended for Collaborative lawyers, mental health professionals, and financial professionals.

Approach. This course will be highly interactive and is limited to 12 attendees. Each attendee must commit to attend all 4 webinars. Webinars will be on consecutive Thursdays from 9:30-11:45 AM PST, commencing January 9. Each webinar starts with approx. one hour of lecture/interactive discussion. After a short break, participants will spend approx. 30 minutes applying the principles discussed in small group exercises using breakout rooms. This will be followed by 30 minutes of debrief and further discussion. Participants must have a computer with webcam and broadband Internet service.

Minimum prerequisites for attendees. (1) Collaborative Practice Introductory Training; (2) At least 40 hours of interest-based negotiation/mediation training; (3) At least 20 additional hours of mediation or Collaborative Practice training; (4) At least 5 successfully completed Collaborative cases. This course targets Collaborative professionals who meet at least these minimum criteria.

Cost:

IACP Whole Group Members - \$275

IACP Individual Members - \$295

Non-members - \$495

WEEK 1 – Achieving Better Outcomes by Choosing the Appropriate Negotiation Style

What does “collaboration” *really* mean on both a theoretical and a behavioral level? In this webinar we’ll learn a theoretical framework to better understand the ways how clients and professionals commonly approach negotiations, and why those methods tend to lead to impasse or sub-par results. We then use that framework to better understand in real-time what is happening in the room, so we can shift towards a more effective way for professionals to interact and keep all parties truly collaborating towards mutually satisfactory resolutions without the process breaking down.

WEEK 2 – Using the Right Tools at the Right Time

Quick! A client just said something provocative. Do you reframe or amplify the statement? Do you redirect the conversation? The tool or intervention you choose could help clients get on track, or could cause clients to resist your efforts and even derail the discussion. Building on the theoretical framework from the first week, we explore client experiences and better reading the room. Based on this understanding, we take a look at common tools for intervention and how to choose the right tool at the right time.

WEEK 3 - Bringing What's Real to the Discussion

How do we bring client goals, interests, needs, and concerns into the negotiations as the central discussion? How do we translate these goals, interests, needs, and concerns into the nuts and bolts of an agreement? And which of those goals and interests actually matter to the discussion, anyway? Today, we discuss the skill of peeling the onion, focusing the clients on the questions that are central to helping them reach agreement, and bringing rigor into the discussion so the clients can creatively problem-solve instead of trying to convince each other that one of them should get their way.

WEEK 4 –Avoiding Landmines in Collaborative Practice

While Collaborative Practice requires new skills and methods for interacting with clients and other professionals, it also comes with challenges and hidden landmines. We will identify and discuss common landmines, so we can identify and defuse them before they create problems. These challenges and landmines will include commonly seen client and professional patterns, expectations, decisions, and actions. We will discuss ways to better respond.

About the trainer: J. MARK WEISS is a Collaborative lawyer and mediator. Mark frequently teaches and trains professionals in dispute resolution topics, including negotiation, mediation, and Collaborative Law. Mark has practiced law in Seattle since 1987. He retired from any adversarial practice in January 2007 to become a full-time Collaborative lawyer and mediator. Mark chaired the effort in Washington State to enact the Uniform Collaborative Law Act. He served formerly as a Treasurer and a Director of IACP (2012-17), Chair of the IACP Standards Committee, and co-Chair of the IACP Ethical Standards Rewrite Task Force. Mark qualified as a Fellow of the American Academy of Matrimonial Lawyers and is rated “AV” preeminent by Martindale-Hubbell. Mark is the 2005 recipient of the Ken Weber Attorney of the Year Award from the Washington State Bar Association Family Law Section, and the 2018 recipient of the President’s Award by Collaborative Professionals of Washington in recognition of contributions to Collaborative Practice in the State of Washington. Mark also formerly served as chairperson of the Washington State Bar Association Family Law Section (and a member of its Executive Committee for 8 years), Trustee and Secretary of the King County Bar Association, and Board member of King County Collaborative Law and Collaborative Professionals of Washington.