*IACP Forum 2019*

*Workshop title:* **Pace and Space**

*Short description:*

Like a symphony or ballet, collaborative practice seeks an artful timbre, pace and space—whether within the process as a whole, the full team meeting, or the immediate moment. Too often well-meaning professionals cacophonously crowd and hurry, when a client-centered process needs alternatively a press and a pause.

*Detailed description:*

*Powerpoint Lecture (40 min. and 15 min. for Q&A)*

The Macro: the Arc of the Case

I. Assessing early in the process what pace is needed for the case

-based on resources—‘when might the case ripen?’

-the capacity of the clients to maintain a pace

-mental-emotional resources and endurance to manage the entire journey

-Financial resources for the number and type of meetings

-Other landmarks in lives

-Coordination with emotional transition of divorce

II. Modulating pace as the collaborative proceeds

-All professionals as modulators of pace with each client individually

-Team meetings to assess overall pace and needed adjustments

-Coordinating timing of legal and mental-emotional arcs

III. Modulating role of each professional to modulate pace

-Fluid leadership at the table vs. rigid roles (paradigm shift)

The Meeting

I. Choreography of:

-Seating

-Sequencing (in terms of sequencing related to mental-emotional pace and space needs)

-Assigning leadership of communication at the table for key discussions

II. Preparedness for:

-Potential blow-up or rough areas

-Likely shifts of pace and space given where we are in the arc of the case at that particular meeting

-Potential need for breaks especially regarding sensitive areas

-Tendencies toward door-knob comments

III. Shared accountability for pace

-Agreements on timing ahead of time and as meeting progresses with clients

-Shared accountability in team to remain mindful of pace and deliver on time as professionals

The Moment

I. Using timbre and pace of voice to modulate at table

-Slow down, speed up

-Lighten up, weight emphasis

II. Silence: stopping pace & preserving space

-Watch for anxiety leading to avoidance (collapsed space) and accelerating pace

-Avoid cacophony of help for someone struggling with strong emotions

-Space may allow for a reset, for taking back power, for sorting through confusion or overwhelm

-Not fearing emotional upset and deciding whether to contain or to give room to this (this expression may be needed)

-Not providing room may signal discomfort or inability to tolerate

-Avoiding competition to ‘fill up silence/space’

III. Modulation of moment together as a team

-Take a moment to reassess and shift: pause, break, speed-bump, faster, slower? (explicitly at table or on short break)

-Well-honed team (based largely on trust and familiarity) can work together nimbly to self-adjust and optimally modulate room vs. struggling team needing major modulation of team itself

-Modeling internal space to others (as a magnetic attractor)

-Maintaining space at the center of the table (as a concept)

-Transparent professional vulnerability and humility in moment, including sharing dilemmas about uncertainty, mixed feelings, need for guidance from others, etc.

*Role Play (with brief fact pattern) (25 min. and 10 min. Q&A)*

Role to play to focus on a couple key moments in a meeting, highlighting the need to modulate pace and space.

*Learning objectives*

1. Acknowledge pace and space issues as that operate in the moment, the meeting and the process as a whole.

2. Learn to appreciate how anxiety and protectiveness by the professionals can be counterproductive and lead to hurrying the pace and compressing the space.

3. Describe three strategies for altering pace and/or space at the table.

**BIOS**

**Diana Deyo-Ryan** is a collaborative attorney and mediator with 24 years of experience as a matrimonial attorney and 18 years as a collaborative practitioner, practicing in Rochester, New York. Diana is a member of the IACP and the Collaborative Law Association of the Rochester Area (CLARA). She has been involved with CLARA since its inception, serving on the Education Committee and as a member of the Board of Directors. She is the current president of CLARA. She is published in the Collaborative publication “Understanding Collaborative Family Law.” Diana has been named in “Best Lawyers in America” since 2009, and in “Best Lawyers in Rochester” for her work as a Collaborative Attorney. She is an experienced speaker in the areas of family law and collaborative practice, and has lectured regularly to CLARA, at the introductory and advanced level. Diana has been with the law firm of Kaman, Berlove, LLP for 23 years, and a partner for 19 years.

**Donna M. Maier** is a Certified Divorce Financial Analyst, living and working in the Rochester NY area. She has acted in the capacity of a neutral financial professional in hundreds of collaborative cases over a span of more than 15 years. Donna is a member of the IACP, current board member and past president of CLARA, member of Ithaca Collaborative Law Professionals (IACLP), and past board member of the National Association of Women Business Owners. A commercial banker for more than 20 years, her credentials include an MBA in both Finance and Marketing from the University of Rochester’s Simon School, and the CVA designation thru the National Association of Certified Valuation Analysts (NACVA). She has lectured on various topics at the Collaborative Law Association of the Rochester Area (CLARA), and the International Academy of Collaborative Professionals (IACP), most recently in Vancouver.

**John Sobraske** has an MA in clinical psychology and is licensed as a mental health counselor and marriage and family therapist and practices in Rochester, New York. He has worked as a psychotherapist for over 20 years and is an international presenter on adoption issues. John is an expert witness and consultant, mediator, and collaborative facilitator, coach and child specialist. Over a period of five years, he has participated in over 50 case and given several presentations to CLARA in Rochester, a presentation to the New York State Council on Divorce Mediation, and a presentation to the IACP forum in 2014. He has developed curriculum and served as a trainer for three regional introductory/advanced 2-day trainings. He is the current vice president of the Collaborative Law Association of the Rochester Area (CLARA) board and participates in two subcommittees. He also served on two IACP committees in 2018.