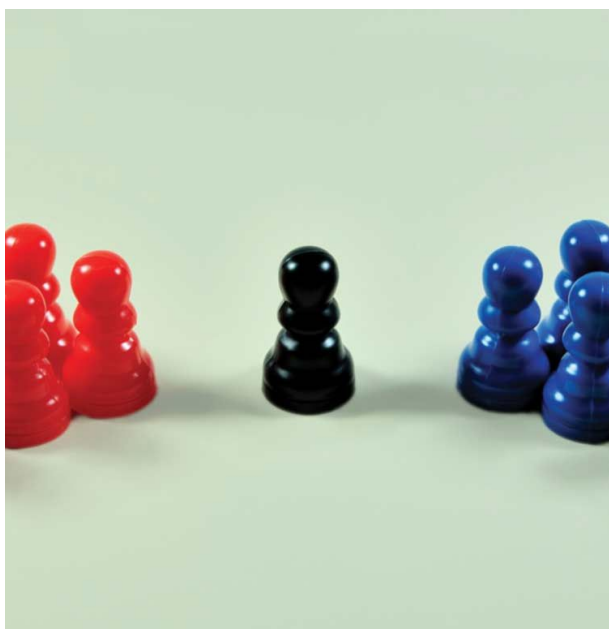


The Art of Neutrality

ESSENTIALS FOR NEUTRAL
COLLABORATIVE PROFESSIONALS

WHAT WE WILL COVER



- Who are the neutral team members
- What is their role
- The art of neutrality- review Model Rules
- How neutral professionals benefit clients and lawyers
- Awareness of bias and nonverbal communication
- Building support on Collaborative Teams



Why Do They
Need A
Neutral?



WHO ARE THE NEUTRALS?



What are the Benefits We Bring?



How Can The Team Support?



Supporting During the Process



Support After Meetings

Business documents including a line graph and a table. A hand with dark nail polish is pointing at the graph.

Category	2019	2018
Revenue	100,000	95,000
Expenses	75,000	70,000
Profit	25,000	25,000

Business documents including an invoice and a table. A hand is holding a pen over the documents.

INVOICE

Item	Quantity	Price	Total
Product A	10	100	1,000
Product B	5	200	1,000
Product C	2	500	1,000
Total	17	800	3,000

Stereotypes Prejudice Unfair
Research Behavior Beliefs
Groups UNCONSCIOUS subtle
Measure BIAS Implicit
Reaction Respect
Corporations Decisions Race
People Social Subconscious
Judgement Hidden Ethnicity
Cognition Preferences Gender

Interactive Activity

Working with Emotions & Nonverbal Communication

- Active Listening
- Empathic Understanding
 - Seek Understanding before Judgment*
- Providing a Safe Place to Vent
- Establish Clear Expectations from Outset
- Participants are **Heard**
- Mindful use of Space, Caucus, Timing

Questions



Nancy Hetrick CDFI[®], MAFF[®], AWMA[®]
www.SmarterDivorceSolutions.com
Nancy@smarterdivorcesolutions.com
877-552-4017



Kristine Reich Esq. MSW
www.Restorativelaw.com
Kristine@restorativelaw.com
480-329-6690