



**The Association for Conflict Resolution
Virginia Chapter**

MAY 6-7, 2007

**FREDERICKSBURG HILTON GARDEN INN
ANNUAL SPRING CONFERENCE**

Sunday Evening Keynote: Marvin Johnson, J.D.

6:00 – 7:00 PM

***" Vision, Voice, Values and Diversity." An Interactive Discussion about
Diversity in the Dispute Resolution Field.***

Marvin Johnson is a nationally recognized mediator, arbitrator and trainer with 30 years of dispute resolution experience and 16 years as Professor of Labor Relations, Law and Conflict Management. Mr. Johnson has extensive international experience and has earned an appointment to the Federal Service Impasses Panel, the Foreign Service Grievance Board, the Maryland State Labor Relations Board and the Maryland Alternative Dispute Resolution.

He has more than 25 years of experience in labor relations including contract negotiations, grievance handling, mediation, labor-management cooperation and arbitration, and has trained over 10,000 people in various forms of dispute resolution including mediation, joint problem solving, arbitration, facilitation and interest-based bargaining. Mr. Johnson is an experienced facilitator/trainer working with organizations where employees need assistance in communicating and working together. He was named by Mediate.com as one of the thirty-one "best known and most experienced mediators in the world" (The Mediators: Views from the Eye of the Storm, Volume 1, DVD-2005). In July 2006, he received the American College of Civil Trial Mediators' "2006 Lifetime Achievement Award" for his major contributions to the ADR field.

**7:00–9:00 PM: Meet and Greet – Happy 10th Year Anniversary to ACR
Virginia!!!**

Monday Morning: 7:30–8:30 AM Continental Breakfast

8:30–11:30 AM

Judy Ringer: Aikido and Conflict: Centering the Environment

Aikido's premise says that an attack is a gift of energy that can be received and redirected with positive results. In this interactive presentation, you'll reaffirm the importance of your role in helping keep the environment centered and on purpose. You'll also reinforce your ability to utilize the energy in conflict to help clients and participants develop heightened understanding and stronger relationships. Working with human beings in conflict involves us emotionally, physically, and psychologically. In mediation, arbitration, facilitation, system design, and in life, those who manage conflict situations successfully do so **by** managing themselves first.

Outline for the day:

- Welcome and Introductions/Desired Outcomes
- Introduction to Aikido/Conflict metaphor, model, and tool
- Myths about conflict that influence our environment
- Changing the environment by changing ourselves – a skill and a model
- Moving from Reaction to Response
- Activities to explore Energy and Connection in conflict
- Moving from Judgment to Discovery
- Applications and Practice

Judy Ringer is the author of *Unlikely Teachers: Finding the Hidden Gifts in Daily Conflict*. She provides conflict and communication training throughout the U.S. and Canada with unique workshops based on mind/body principles from the martial art aikido, in which she holds a black belt. Employing best practice communication models, Judy brings to life key concepts such as self-management under pressure and appreciation of other viewpoints. Her programs are interactive, experiential and energetic. She has written articles on the relevance and application of the aikido metaphor for *Aikido Today Magazine* and *The Systems Thinker*, and is the author of the award-winning e-newsletter, *Ki Moments*.

Afternoon

11:30 AM-1:00 PM

Lunch provided by ACR Virginia

Lunchtime Speaker:
Ray Lanier, President of the Association for Conflict Resolution

"State of the Field" What are the trends and challenges in the field of conflict resolution? How is ACR doing?

Ray Lanier is Senior EEO/Dispute Resolution Officer for the Washington Metropolitan Area Transit Authority in D.C. and has more than 20 years of experience in the resolution of workplace disputes. His career has included positions in large corporate and public sector organizations as well as consulting roles with dozens of federal agencies. He holds an A.B.J. (Journalism) from the University of Georgia, an M.A. in Conflict Resolution from Columbia College and a J.D. from Georgetown University Law Center. During his membership in ACR, he has served as ACR Annual Fund Chair, Co-Chair of the Membership and Development Committees, Workplace Section Leadership Council, Diversity and Equity Committee, and Governance Committee.

1:15– 4:15 PM

Marcia Thompson: Crisis Facilitation

As an ADR professional, often times we are asked for advice and guidance on how to resolve a dispute that is well beyond just two people. Sometimes these disputes are broader than one issue and require group dialogue to problem solve, brainstorm, and to help formulate and determine multi-faceted short/long-term solutions as well as strategic plans. The disputes or issues at hand could be systemic to an organization, city or community. On the other hand, the dispute or issue could also be newly emerging or set in a crisis scenario. Often times, there is no clear dispute and your work could be merely preventative in nature. Whatever the impetus, will you be prepared to respond and assist if you are called?

Format of workshop:

Participants will be engaged in group work based upon real life scenarios and will be asked to problem solve and use techniques discussed to develop a course of action for the group crisis/problem.

This workshop will require a lot of interaction and team work to develop a plan of action for the assigned task for each group.

It will be both fun and informative.

Questions that will be answered in the workshop:

What type of skills do I need to do large group facilitations? How do I get involved with this type of ADR work? Can I get paid to do this kind of work?

Marcia K. Thompson, J.D., is a family law and collaborative attorney, certified mediator, trainer/facilitator and alternative dispute resolution (ADR) consultant. Marcia has worked full time as a sole practitioner attorney and at the Lewis Law Firm doing criminal defense work as well as domestic relations. She is devoted to helping people work through tough legal situations with dignity and respect. She is also very active in local bar activities including the Fairfax Bar, she is also active in the specialty bars, such as the VWAA, and is the immediate past President of the Northern Virginia Black Attorneys Association (NOVABAA). Aside from her legal work, Marcia is a certified mediator and often lectures in the public and private sector on family, workplace, civil rights and law enforcement related issues. She is also an Assistant Professor and teaches Advanced Criminal Procedure, Ethics, Conflict Management Systems, Employment Law and other legal related topics. Marcia is often asked to lecture on Divorce, Custody, Visitation, Ethics and a variety of other legal topics.

4:15–4:45 PM: Conference Wrap-Up; Question and Answer; Feedback and Networking

ACR-Virginia’s Paul Berry Youth Fund:

The fund was established in 1999 as a memorial to Paul Berry, a long-time SPIDR (ACR) Virginia member. With grants from the Fund, the Virginia Chapter can defray the conflict resolution training costs of Chapter members under the age of 21 or provide seed money for innovative conflict resolution projects. Your contribution will support our mission and fulfill Paul's dream of empowering youth to create a more peaceful society. See Susan Sheets at the Conference to explore this initiative.

REGISTRATION FORM

**ACR - Virginia Annual Spring Conference
10th Year Anniversary Celebration
ACR Virginia Board & Company
Sunday & Monday, May 6-7, 2007
Fredericksburg, VA**

E-mail form to: opendoortoyes@yahoo.com

Mail form to: Vickie Williams
1325 Vanasse Court
Hampton, Va 23666

Name:	
Address:	
Phone:	()
E-mail:	

- Chapter Member (\$155.00) **ANY STATE ACR MEMBERSHIP**
 Non-Member (\$195.00)
 Chapter Dues (\$35.00)
 Student (\$45.00)
 Chapter Dues student membership (\$15.00)
 Contribution to ACR-Virginia's Paul Berry Youth Fund \$ _____
 I am attending/will pay at the door

Amount Enclosed:

About the Meeting Place:

The Fredericksburg Hilton Garden Inn was specially designed to meet the needs of business and leisure. The list of amenities is long and they have worked with us generously in order for ACR Virginia Chapter to enjoy a fun and stimulating Spring Conference.

<http://hiltongardeninn.hilton.com/en/gi/hotels/index.jhtml?ctyhocn=DCAFHGI>

Guests can now begin making reservations using their group code: VCC. With this code your guests can make reservations online at <http://fredericksburg.stayhgi.com>, 1888stayhgi or by calling the property directly at 540.548.8822. Room rates are \$109 and can be easily shared by reserving a room with double beds.