

Enroll today!

***Offering Basic
Training that meets
IACP Standards
and Advanced
Collaborative
Skill Building
Courses***

IACP

INSTITUTE

MARCH 1-3, 2012 / PHOENIX, AZ / ASU MERCADO

About the IACP Institute

The IACP Institute is a yearly educational program that provides:

- Basic Interdisciplinary Collaborative Practice Training which meets the IACP Standards
- Advanced Level courses for experienced practitioners

Basic Training will be taught from the training curriculum developed by IACP. This three-day interdisciplinary training is for all Collaborative practitioners, whether practicing a lawyer-only, referral or full interdisciplinary team approach.

Advanced Level courses will provide Collaborative professionals with in-depth and focused education in areas core to our work. Unlike general studies in negotiation and conflict resolution, IACP Institute courses are designed specifically to address complex issues in the context of Collaborative Practice.

Why Enroll?

This is the perfect opportunity to receive training from the largest Collaborative Practice organization in the world. Select from several courses that will help you achieve your goals as a Collaborative professional.

Enroll Online

Online registration will open on **October 27, 2011**. You may select either the three-day Basic Interdisciplinary Training or up to three full days of Advanced Training.

To enroll, please visit www.collaborativepractice.com and click on “IACP Institute” under the Information for Professionals area. There you may register, get to know the instructors and plan for your stay in Phoenix.

If you prefer to mail or fax your registration, please fill out the registration form included in this brochure and follow the instructions found on the form. If you prefer to register over the phone, please contact the IACP office at 602.953.8460 and we will process your registration.

Important Dates

Online registration opens on October 27, 2011

Early Bird registration ends on January 11, 2012

Registration will close on February 24, 2012

IACP Institute opens March 1–3, 2012

About the Courses

At the IACP Institute, we value quality education. Courses are held at smaller, more intimate classroom sizes to encourage in–depth discussions and meaningful, hands–on training.

To learn more about the courses that are being offered, please refer to the Table of Contents to the right.

Comments From Last Year's IACP Institute Attendees

“Bravo for creating this learning opportunity for us!”

“I’m very optimistic about the future of this movement because of the Institute and its capable leaders and direction.”

“Loved downtown Phoenix and setting at ASU.”

“Thrilled that IACP started this. Looking forward to attending more courses!”

“I am so proud to be a part of this movement!”

Courses Available

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with Rita Pollak, JD; Donna Smalldon, MBA, CDFA™, CFP® and Yuval Berger, MSW, RSW

Advanced Training

Two–Day Training (Pages 6–11)

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Basic Training Enrollment Fees

	Early Bird (Paid by Jan. 11th)	Regular Price (Paid after Jan. 11th)
IACP Member	\$495	\$575
Non-Member	\$595	\$675

Basic Training

(Thursday to Saturday/8:30am–4:00pm)

with Rita Pollak, JD; Donna Smalldon, MBA, CDFA™, CFP® and Yuval Berger, MSW, RSW

This three-day Basic Interdisciplinary Training will help Collaborative professionals gain a strong foundation in Collaborative Practice. This is suitable for all Collaborative practitioners, whether practicing a lawyer-only, referral or full interdisciplinary team approach.

This training is perfect for professionals who...

- Are just getting started in Collaborative Practice
- Would like to review core competencies
- Want to complete Basic Training that meets IACP Standards

Course Objectives

- Learn the elements of Collaborative Practice.
- Learn the role of each of the professionals in the Collaborative Divorce process and how they function and communicate as a team.
- Understand more fully how a professional team works to address client needs during the divorce process.
- Demonstrate skill sets involved in conducting a first client interview in the Collaborative model.
- Obtain information and tools helpful in advising clients about process options.
- Learn techniques to help address challenges in the Collaborative process.
- Understand the differences between “friendly litigation” and the Collaborative process and the shift in outlook needed to practice collaboratively.

Meet the instructors of ... Basic Training

Rita Pollak, JD

Rita Pollak is an experienced Collaborative family law attorney, trainer, teacher and mediator. She is Past President of the IACP, co-founder and Past President of the Massachusetts Collaborative Law Council and Past President of the Massachusetts chapter of the Association of Family and Conciliation Courts. Rita has been designing and participating in Collaborative Law trainings and workshops since 2000. Rita is a guest lecturer at her alma mater, New England Law | Boston, at Brandeis University and many other venues.

Donna Smalldon, MBA, CDFA™, CFP®

Donna Smalldon is a financial planning professional specializing in the financial implications of divorce and is trained in divorce mediation. Donna is a public speaker and appears on area television and radio to discuss the financial planning aspects of divorce. A contributing writer on divorce issues, she is active in community affairs as a Sustaining Member of the Junior League of Portland.

Yuval Berger, MSW, RSW

Yuval Berger is a family therapist, divorce coach, child specialist, parenting coordinator and trainer. Yuval brings with him 20 years of clinical experience as a relationship and child therapist. Yuval is an associate of the Collaborative Center in Vancouver, a joint private venture of family lawyers and mental health professionals practicing Collaborative Process. Yuval has taught basic, intermediate and advanced Interdisciplinary Collaborative Practice courses in Vancouver, England, Scotland, the U.S. and Israel.

For more information on the Basic Training Faculty, please visit www.collaborativepractice.com and click on “IACP Institute” under the Information for Professionals area.

Advanced Two–Day Enrollment Fees

	Early Bird (Paid by Jan. 11th)	Regular Price (Paid after Jan. 11th)
IACP Member	\$395	\$475
Non–Member	\$495	\$575

Advanced Training (Two–Day)

(Thursday to Friday/8:30am–4:00pm)

The Impact of Culture and Gender on Communication and Negotiation: Practical Skills for More Effective Collaboration with Nina Meierding, MS, JD

This highly interactive training will focus on how we can better understand and communicate with clients whose backgrounds are different from our own. This course is very practical and applies specific skills to the underlying theory and research in the field.

As we discuss each of these areas, we will explore creative options, brainstorm ways to move beyond the specific differences, and “add tools to our toolbox” to become more productive, more understanding and more effective in both our professional and life skills.

This course is about cultural and gender prototypes (not stereotypes). To quote Thomas Kluckhorn “We are all like each other, we are all like some others, and we are all like no other.”

Course Objectives

Our first day will focus on culture. What you will learn:

- *Perceptions of fairness and truth*
- *Processing styles (monochronic and polychronic)*
- *Views on time*
- *Styles of verbal communication (high context and low context)*
- *Attitudes towards risk and uncertainty*
- *Individualistic and collective relationship frameworks*
- *High and low power distance*
- *Body language*

Our second day will focus on gender. What you will learn:

- *Rapport, report and troubles talk*
- *Differences in validation styles*
- *Direct and indirect speech (including hedging and qualifiers)*
- *The art of ritual opposition*
- *Humor missteps*
- *Cross talking vs. interrupting*
- *The art of the apology across genders*
- *Gender related power distance*

*Meet the instructor of ...
The Impact of Culture and Gender on
Communication and Negotiation:
Practical Skills for More Effective
Collaboration*



Nina Meierding, MS, JD

Nina Meierding is a national leader in the field of conflict resolution and has been providing training and mediation services for over twenty five years. She is a former President of the Academy of Family Mediators and served on the Board of Directors of the Association of Conflict Resolution. She is an adjunct professor at Pepperdine University and is also a consultant and trainer for the Wisconsin Special Education Mediation System (WSEMS).

For more information on the Advanced Training instructors, please visit www.collaborativepractice.com and click on “IACP Institute” under the Information for Professionals area.

Advanced Training (Two–Day)

(Thursday to Friday/8:30am–4:00pm)

Effective Advocacy in Collaborative Practice with Nancy Cameron, Q.C. and Julie Macfarlane, Ph.D.

This skills–based, interactive workshop is designed to de–construct traditional notions of advocacy and explore concepts of advocacy within Collaborative Practice. What makes it difficult to evolve from old notions of advocacy to Collaborative advocacy? What can we learn about our own instinctive patterns of negotiation and how can we unpack and reevaluate these? What are our client’s conventional expectations of us as advocates; where do these assumptions come from; and how do these notions shape our relationships with our clients? What happens to the lawyer–client relationship as our advocacy skills transform to effective Collaborative advocacy? This course will have opportunities for group discussions, reflective learning, and skill development as we delve into the challenges and unique opportunities that Collaborative Practice provides for reshaping advocacy.

Course Objectives

- *Understand the challenges of evolving to Collaborative advocacy.*
- *Become self–aware of your current negotiation patterns and reevaluate them.*
- *Learn how effective Collaborative advocacy affects the lawyer–client relationship.*

Meet the instructors of ... Effective Advocacy in Collaborative Practice



Julie Macfarlane



Nancy Cameron

Nancy Cameron, Q.C.

Nancy Cameron is a family law practitioner, writer and educator. Nancy is a Past President of the International Academy of Collaborative Professionals, and served six years on the IACP Board. She has led and designed training in the Collaborative process, and has been a speaker and trainer in the area of Collaborative Practice to groups in North America, Australia, Europe and Hong Kong. She spent three years as an adjunct professor at the University of British Columbia Law School teaching a course in Collaborative Practice. She has written a book on interdisciplinary Collaborative Practice, titled: *Collaborative Practice: Deepening the Dialogue*.

Julie Macfarlane, Ph.D.

Dr. Julie Macfarlane is Professor at the Faculty of Law of the University of Windsor. She has researched and written extensively on dispute resolution and in particular the role of lawyers. Her new book *The New Lawyer: How Settlement is Transforming the Practice of Law* is published by UBC Press. She has conducted skills-based training for lawyers all over the world for more than 20 years. Julie is an active mediator, and also consults regularly on conflict resolution interventions, training, program evaluation and systems design for a range of public and private sector clients.

Advanced Training (Two–Day)

(Thursday to Friday/8:30am–4:00pm)

Brains Matter: The Art and Science of Using the Mind in Conflict

with Jennifer Kresge, LMFC

Today's technology provides us with sophisticated information about how we think and what we do. In this course, we will work with the essential ingredients of the mind and explore our most useful and constructive tool, the brain. Creating and resolving disputes depends on its strategic use. We will learn from neuroscience how thought is constructed and consensus reached. We will develop tools enabling us to enhance our services, manage risk, create sustainable agreements and provide effective client relationships.

We can study the brain through many different lenses. Most of us have considered the development of our thoughts and the effects of our experience. In this interactive skill building training, we examine the mind, explore the benefits of neuroplasticity, delve into the challenge of emotion, and look at the creation of meaning and memory. We will study how to apply this knowledge usefully and artfully in Collaborative Practice. Using this experience, we will develop an understanding of our clients, and practice the strategy of organic intervention. We will examine the diversity involved and the essential skills necessary to create an effective

interface. We will also actively explore the role of ethics as we learn to use our knowledge responsibly in the conversation of collaboration.

Course Objectives

- *Learn about the brain and how thought is constructed and consensus is reached.*
- *Gain new tools that will help you to enhance your services, manage risk, create sustainable agreements and provide effective client relationships.*
- *Understand emotion and how meaning and memory are created.*

Meet the instructor of ...
***Brains Matter: The Art and Science
of Using the Mind in Conflict***



Jennifer Kresge, LMFC

Jennifer Kresge has undergraduate and graduate degrees in psychology and a Masters of Governance certification. Jennifer is a mediator and trainer of negotiation and mediation programs as well as an innovator in the integration of neuroscience into the field of psychology, negotiation and conflict resolution. In addition to mediation, Jennifer provides training in neuroscience internationally. She has been an adjunct professor in both the private and public sector, including Loma Linda University, the AOC, Southern Methodist University and Pepperdine School of Law. For the past nine years, Jennifer has been involved in neuroscience research and is a member of the Brainy Bunch. She feels passionate about understanding brain research and its implications for purposeful thought and creating change.

Advanced One–Day Enrollment Fees

	Early Bird (Paid by Jan. 11th)	Regular Price (Paid after Jan. 11th)
IACP Member	\$195	\$275
Non–Member	\$295	\$375

Advanced Training (One–Day)

(Saturday/8:30am–4:00pm)

Nuts, Bolts and Clouds: Innovative Practice Management for Collaborative Professionals with Jim Calloway, JD

Collaborative professionals are well trained to deliver professional services, but we often fall short in the nuts and bolts of running a business or using effective technology tools. Jim Calloway, co–author of the ABA book, *Winning Alternatives to the Billable Hour*, will discuss innovative ideas about practice management, including improving your Collaborative Practice with powerful checklists and determining what technology tools make sense for you. Web–based collaboration tools, including cloud computing, are important for the Collaborative professional to understand and appreciate. Using mobile technology tools such as smart phones and iPads can help you better serve clients

and effectively get things done. Jim will cover the use of these tools as well as privacy and confidentiality concerns.

One cannot ignore the current impact and, particularly the future impact, of social media. Whether one blogs or tweets, these free tools are great for communication and marketing, but can be a costly time sink with little tangible return if not managed properly. Jim will explain how each differs and which ones make sense for time–challenged busy professionals. In this challenging economic environment, there will be more pressure from clients and potential new clients for clear and predictable fees. He will discuss the essentials of alternatives to billing by the hour. Jim will end the day with a fast–paced session titled “60 Tips in 60 Minutes”.

Course Objectives:

- *Enhance your Collaborative Practice by learning about several technology tools.*
- *Discuss privacy and confidentiality issues when using technology.*
- *Learn about managing social media channels for communication and marketing.*

*Meet the instructor of ...
Nuts, Bolts and Clouds: Innovative
Practice Management for
Collaborative Professionals*



Jim Calloway, JD

Jim Calloway is the Director of the Oklahoma Bar Association Management Assistance Program. He publishes the award-winning weblog Jim Calloway's Law Practice Tips at www.jimcalloway.typepad.com and has served as co-author of three American Bar Association books on law practice management, *How Good Lawyers Survive Bad Times* (with Ross Kodner and Sharon Nelson) and *Winning Alternatives to the Billable Hour: Strategies That Work*, Second and Third Editions (with Mark Robertson).

Jim is an active member of the ABA Law Practice Management Section and has served for six years on the ABA LPM Section Council. He has been a featured speaker at numerous events including the ABA Annual Meetings from 1999 through 2010. His articles have been published in *Lawyers USA*, *Law Practice* magazine, *Law Practice Today*, *Law Technology Today*, *Legal Management*, *Law Technology News*, *LLRX.com* and *GPSolo*, as well as many state and local bar association publications.

Advanced Training (One–Day)

(Saturday/8:30am–4:00pm)

A Headstart Program for Collaborative Practice Trainers: Using the IACP Basic Training Curriculum

with Diane Diel, JD; Susan Miller, MA, CPA, CDFA™, CFP® and Nancy J. Ross, LCSW, BCD

Does your Practice Group need to offer Basic Training? Do you wish to be a Trainer? IACP provides the basic know–how and materials to help you make it happen. Attendees will receive the IACP Basic Training Curriculum Materials, including agendas, PowerPoint, Basic Training Manual and role play materials. The course provides the foundation for attendees to develop and customize the Curriculum and Materials in order to provide successful Basic Training to new Collaborative practitioners. Techniques and skills for training will be taught, demonstrated and practiced.

Diane Diel, JD

Diane Diel is the Past President of the IACP, where she has served as the Chair of the Professional Development Committee and the Standards and Ethics Committee. She is a frequent trainer and speaker on Collaborative Practice and on ethical topics.

Susan Miller, MA, CPA, CDFA™, CFP®

Susan Miller is a trained mediator and has provided financial mediation in business and marital disputes for over 20 years. She presents seminars on IRA distribution issues, financial issues in divorce, financial planning for women, charitable and planned giving strategies and stock option strategies for individuals.

Nancy J. Ross, LCSW, BCD

Nancy J. Ross is a founding member of the IACP, and helped to develop the IACP Ethics and Training Standards. She conducts trainings in Collaborative Divorce and has taught Collaborative Practice at Santa Clara University School of Law with her colleagues.

Course Objectives:

- *Gain confidence that you and your own training team can work together to design and present a successful Basic Interdisciplinary Training.*
- *Understand the importance of clearly identifying the learning objectives for your Basic Interdisciplinary Training and how to articulate them.*
- *Understand the basics of adult education and incorporate the basics in training.*
- *Provide a set of options and tools for appropriate adult interactive learning experiences.*

IACP Institute Registration Form

March 1–3, 2012 / Phoenix, AZ / ASU Mercado

Registration Deadline is February 24, 2012. Registrations thereafter will be accepted subject to availability and fees may vary.

Full Name: _____

Name on Badge: _____

Firm Name: _____

Mailing Address: _____

City: _____ State/Province: _____

Zip/Postal Code: _____ Country: _____

Email: _____

Phone: _____ Fax: _____

This is my first IACP Institute

Profession:

Legal Mental Health
 Financial Other: _____

Are you:

IACP Member Non-Member

May we publish your name and contact information on the participant list?

Yes No

Will you attend the optional Thursday Welcome Reception?

Yes No

If yes, will you be bringing a guest to the Reception?

Yes

No

Please make your selection(s) on page 18 and add up your total to be entered below.

Total Payment Amount: \$ _____
(from Page 18)

Please indicate your form of payment:

Check enclosed (U.S. Currency Only)
Please make checks payable to IACP (FEIN #94-3323285)

Payment by Credit Card
 Visa Mastercard

Credit Card Number: _____

Exp. Date: _____ / _____ SEC. Code: _____

Cardholder Signature: _____

Cancellation Policy: All requests for refunds must be made in writing to:

Melissa@collaborativepractice.com
or faxed to IACP at 602.953.8461

Written notice of cancellation received before February 1, 2012 will be issued a full refund minus a \$75 administrative fee. After February 1, 2012, no refunds or credits will be issued for cancellations received.

Please mail form and payment to:

IACP Institute
11811 N. Tatum Blvd., Suite 1000
Phoenix, Az 85028
Or fax to 602.953.8461

<i>Courses</i>	<i>IACP Member Early Bird Rate (Paid by 1/11/12)</i>	<i>IACP Member Regular Rate (Paid after 1/11/12)</i>	<i>Non-Member Early Bird Rate (Paid by 1/11/12)</i>	<i>Non-Member Regular Rate (Paid after 1/11/12)</i>
Basic Training				
<i>If you are enrolling for Basic Training, you may not select any other courses due to scheduling conflicts.</i>				
Basic Training	<input type="checkbox"/> \$495	<input type="checkbox"/> \$575	<input type="checkbox"/> \$595	<input type="checkbox"/> \$675
Advanced Training (Two-Day Courses)				
<i>Please select only one course below.</i>				
The Impact of Culture and Gender on Communication and Negotiation: Practical Skills for More Effective Collaboration	<input type="checkbox"/> \$395	<input type="checkbox"/> \$475	<input type="checkbox"/> \$495	<input type="checkbox"/> \$575
Effective Advocacy in Collaborative Practice	<input type="checkbox"/> \$395	<input type="checkbox"/> \$475	<input type="checkbox"/> \$495	<input type="checkbox"/> \$575
Brains Matter: The Art and Science of Using the Mind in Conflict	<input type="checkbox"/> \$395	<input type="checkbox"/> \$475	<input type="checkbox"/> \$495	<input type="checkbox"/> \$575
Advanced Training (One-Day Course)				
<i>Please select only one course below.</i>				
Nuts, Bolts and Clouds: Innovative Practice Management for Collaborative Professionals	<input type="checkbox"/> \$195	<input type="checkbox"/> \$275	<input type="checkbox"/> \$295	<input type="checkbox"/> \$375
A Headstart Program for Collaborative Practice Trainers: Using the IACP Basic Training Curriculum	<input type="checkbox"/> \$195	<input type="checkbox"/> \$275	<input type="checkbox"/> \$295	<input type="checkbox"/> \$375
Optional Friday Night Dinner for Self				
Optional Friday Night Dinner for Guest	<input type="checkbox"/> \$65	<input type="checkbox"/> \$65	<input type="checkbox"/> \$65	<input type="checkbox"/> \$65
REGISTRATION TOTAL:	\$ _____	\$ _____	\$ _____	\$ _____

IACP Institute Schedule

All courses are from 8:30am–4:00pm each day at the ASU Mercado.
Continental breakfast, snacks and beverages will be provided. Courses will
break in the afternoon for a 90 minute on–your–own lunch.

<i>Thursday</i> MARCH 1, 2012 / 8:30am–4:00pm	<i>Friday</i> MARCH 2, 2012/ 8:30am–4:00pm	<i>Saturday</i> MARCH 3, 2012/ 8:30am–4:00pm
Basic Training (Day 1 of 3)	Basic Training (Day 2 of 3)	Basic Training (Day 3 of 3)
The Impact of Culture and Gender on Communication and Negotiation: Practical Skills for More Effective Collaboration (Day 1 of 2)	The Impact of Culture and Gender on Communication and Negotiation: Practical Skills for More Effective Collaboration (Day 2 of 2)	Nuts, Bolts and Clouds: Innovative Practice Management for Collaborative Professionals (Day 1 of 1)
Effective Advocacy in Collaborative Practice (Day 1 of 2)	Effective Advocacy in Collaborative Practice (Day 2 of 2)	A Headstart Program for Collaborative Practice Trainers: Using the IACP Basic Training Curriculum (Day 1 of 1)
Brains Matter: The Art and Science of Using the Mind in Conflict (Day 1 of 2)	Brains Matter: The Art and Science of Using the Mind in Conflict (Day 2 of 2)	
Opening Reception at 5:00pm at the Westin Phoenix Hotel	Optional Dinner at 6:30pm (\$65)	



11811 N. Tatum Blvd., Suite 1000, Phoenix, AZ 85028