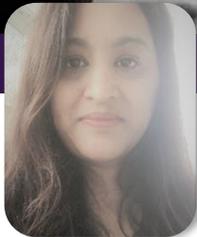


# ADRIO 2021

## 36<sup>th</sup> Annual General Meeting & Conference

June 3, 4 and 8, 2021 | 3 Days, 11 Leading ADR Experts, 20 CEE Points



**Mina Vaish**  
*Leveraging Your  
Mediation Skills to the  
International Stage*



**Marvin Huberman**  
*Different Cultural  
Backgrounds and ADR:  
Making it a Good Fit*



**Pramila Javaheri**  
*Embracing Leadership,  
Resiliency and Tenacity  
When Change is the  
Only Constant*



**Ethan Jerry Mings**  
*Mediator as Leader –  
A Facilitative Approach  
to Leadership*



**Shieh-Chi Chen**  
*Revitalize Yourself and  
Your Practice in  
Today's Social Culture*



**Paul Okoye &  
Betty Pries**  
*Tools for Transforming  
Power, Privilege &  
Prejudice*



**Arbitration Panel:**  
**Kim Parish (Mod.), Louise Barrington, Kirsten Mercer, Marshall Schnapp**  
*Bringing ADR Into the Hearing Room*

### ADAPTING IN THE MOMENT

### CREATING AN IMPACT IN UNPRECEDENTED TIMES

What does it take to be a dispute resolution leader in today's social culture? Our 36<sup>th</sup> AGM and Conference will tackle this question head-on. Our all-star panel of distinctly qualified ADR experts will mine the implications of resiliency, diversity, leadership and cultivating success through the lens of conflict resolution. You can choose to register for each session individually or register for the full conference at a discounted price. For more information on each live webinar and our cancellation policy, read the next three pages.

#### Registration Options

##### Full Package (All 7 Sessions)

\$130 ADRIO Member, \$145 ADRIC Affiliate Member, \$155 Non-Member

##### Individual Sessions

\$35 ADRIO Member, \$45 ADRIC Affiliate Member, \$55 Non-Member

**Register Here:**

[www.adr-ontario.ca/adrio2021](http://www.adr-ontario.ca/adrio2021)

# CONFERENCE AGENDA – DAY 1

## JUNE 3, 2021

### 9:00am – 10:00am | ADRIO's 36<sup>th</sup> Annual General Meeting

Join us at the 36th Annual General Meeting of the ADR Institute of Ontario Inc. to hear from our Board President, Joan Cass, about our organization's membership statistics, achievements and upcoming plans for this year. Other meeting items include Treasurer's report, resolution on By-Law amendments, and elections for the ADRIO Board. Please note that you will need to register for the AGM separately. Registering for the professional development conference does not automatically reserve you a spot at the AGM. You can register for the AGM by visiting our events calendar [here](#).

### 12:00pm – 1:30pm | Different Cultural Backgrounds and ADR: Making it a Good Fit



**Marvin Huberman**  
LLB, LLM  
*Read more about Marvin [here](#).*

Within the context of negotiation, mediation, arbitration and hybrid processes, this 1.5 hour presentation will provide a deep dive into assessing credibility and addressing unconscious biases and inferences when people of different cultural backgrounds are involved.

Key factors that will be considered are:

- ✓ Individual/Groups
- ✓ Gender
- ✓ Rules of Communication
- ✓ Aspects of “The Deal” and “The Contract/Agreement”
- ✓ Perceptions of Time
- ✓ Risk-Taking

### 2:00pm – 3:30pm | Tools for Transforming Power, Privilege & Prejudice



**Paul Okoye MBA & Betty Pries PhD, C.Med**  
*Read more about Paul and Betty [here](#).*

How do we transform the “isms” that emerge when power, privilege and prejudice intersect? This presentation considers a tool for mapping the individual behaviours, powerful social ideas, policies and norms that drive systemic racism and other forms of discrimination. This workshop also offers strategies for engaging individuals along a spectrum of polarization.

Learning Outcomes:

- ✓ Systemic racism is hard to tackle. Using a “triangle tool” participants will find accessible entry points for understanding systemic racism (and other isms) alongside practical strategies for transforming power, privilege and prejudice at a systemic level.
- ✓ When encountering racism and other forms of prejudice our tendency is to go to the place of logical argument. Sometimes this works; other times this entrenches people further. By exploring a spectrum of polarization participants will be invited to (a) discern where another person is on this continuum (highly, moderately or minimally polarized) and (b) consider strategies tailored to another’s level of polarization.

**Register Here: [www.adr-ontario.ca/adrio2021](http://www.adr-ontario.ca/adrio2021)**

# CONFERENCE AGENDA – DAY 2

## JUNE 4, 2021

### 12:00pm – 1:30pm | Embracing Leadership, Resiliency and Tenacity When Change is the Only Constant



**Pramila Javaheri**

**C. Med**

Read more about  
Pramila [here](#).

This webinar will provide practical techniques, tips and tools to reveal how to embrace and leverage leadership, resiliency and tenacity to build a robust ADR journey in consistently changing times. Participants will learn strategies and gain value by determining how courage, confidence, creativity and change can serve as key pillars to building an ADR business.

Participants will be prompted to identify and capture what makes them a good leader in ADR in the current social culture throughout this session. This theme will be embedded in the activities and main points of the webinar.

Change is the one constant that proves to show up consistently. Participants will learn how to identify and capture the changes that are happening quickly, using leadership, resiliency and tenacity to recalibrate and stay focused on business goals and keep moving towards the success and the desire for a thriving business.

One key example that will be used to illustrate this topic area will be how leadership and the love for ADR and Community Development created a successful business that inspires growth each day.

### 2:00pm – 3:30pm | Mediator as Leader – A Facilitative Approach to Leadership



**Ethan Jerry Mings**

**CTF, CPF, CQA**

Read more about  
Jerry [here](#).

A conflict resolution leader brings a balance of compassion, listening and objectivity to enable individuals and groups to find solutions to difficult questions and emerging opportunities. Sometimes our work involves two people, a department, community or a cross-section of organizations. In our work, we have a chance to provide facilitative leadership to support the parties.

In this workshop, we will explore facilitative leadership, bring our best strengths to complex conversations and identify how to enable groups and individuals to measure their ability to develop trust.

The workshop will consist of a series of interactive sessions.

- ✓ Identify the definition of facilitative leadership for conflict resolution leaders
- ✓ Identify our leadership strengths
- ✓ Listening in multiple-time frames for leadership opportunities
- ✓ Constructing conversations that impact change

### 5:30pm – 7:00pm | Leveraging Your Mediation Skills to the International Stage



**Mina Vaish**

**LLM(DR), B. Comm, AccFM**

Read more about Mina [here](#).

The presentation will focus on potential areas of growth for Canadian mediators worldwide, where there is room for more Canadian mediation talent on the international stage, and will advocate for the development of skills to mediate international disputes, especially relating to the Singapore Convention (<https://www.singaporeconvention.org/convention/the-convention-text/>), and developing connections with Canadian multi-nations operating in conflict zones, and developing a mediation panel for national and international disputes.

Learning outcomes:

- ✓ Learn about where to take your mediation skills to international frontiers
- ✓ Learn about opportunities for Canadian mediators at the UN and other multi-nationals
- ✓ Learn about social corporate responsibility relating to operations in conflict zones

Register Here: [www.adr-ontario.ca/adrio2021](http://www.adr-ontario.ca/adrio2021)

# CONFERENCE AGENDA – DAY 3

## JUNE 8, 2021

### 12:00pm – 1:30pm | Revitalize Yourself and Your Practice in Today's Social Culture



**Shieh-Chi Chen**  
Msc, CPCC

Read more about Shieh-Chi [here](#).

While demand for mediation services has increased, mediators and arbitrators are also confronted with the ongoing stress and worry of the impact of COVID on their personal and professional lives. Many of us hope the situation will be resolved through natural dissipation and immunization and we will soon return to more normal lifestyles; unfortunately, no one is sure about the timeline.

Join Shieh-Chi Chen as she shares some valuable tips on how to manage personal and professional overload, worry, uncertainty and resignation. You can begin the journey to reset and revitalize your attitude, commitment, and game by: assessing your environment; building momentum through mindset “reset”; creating empowering daily routines; reengaging your networks; and assessing options and opportunities.

Learning outcomes:

- ✓ Design your path to success
- ✓ Engage your networks
- ✓ Create powerful structures for fulfillment

### 5:30pm – 7:30pm | Arbitration Panel: Bringing ADR into the Hearing Room

Join us for a 2-hour discussion dedicated to arbitration. Participants will hear from a panel of highly experienced and acknowledged professionals with a strong background in arbitration. Participants will learn the best practices, trends, tips and insights for conducting arbitration in the current social culture. One hour will be dedicated to the panel discussion and one hour will be dedicated to smaller breakout-group focused conversations with each panelist.

**Panel:**



**Kim Parish LLM, C.Med**  
(Moderator)

Read more about Kim [here](#).



**Louise Barrington**  
C.Arb

Read more about Louise [here](#).



**Kirsten Mercer**  
Litigator, Mediator,  
Adjudicator

Read more about Kirsten [here](#).



**Marshall Schnapp**  
BA, JD, LLM (ADR)

Read more about Marshall [here](#).

**Register Here: [www.adr-ontario.ca/adrio2021](http://www.adr-ontario.ca/adrio2021)**

**Cancellation Policy:** If you are unable to attend, your registration is fully transferable to another person in your organization. If you must cancel, notice must be received in writing. All refund requests received on or prior to May 10, 2021 will receive a refund less a 20% administrative fee; those received on or before May 20, 2021 will receive a refund less 50%. No refunds after May 20, 2021. Sessions, speakers and times are subject to change. Registrations are tentative until June 2, 2021. Should ADRIO need to cancel this event, you will receive a full refund. Once payment has been processed, this policy applies under all circumstances.