

ADRIO 2018

The New ADR: Diverse. Transforming. Regulated?

Price:

Early bird Member: \$195
Member regular: \$250
Non-member: \$325

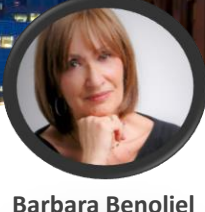
Early bird deadline:
Midnight May 7th, 2018

+HST on all rates. Once your registration is accepted and payment is processed – the refund policy below will apply in all circumstances.



Martha Simmons

Self-Represented Persons in Dispute Resolution Processes – Uneven Representation Need Not Lead to Unequal Fairness



Barbara Benoiel

Restorative Process Mediation for the Workplace



Janice Rubin

Keynote Speaker



Tricia Gazarek

Designing the Workplace Conflict Management System



Marshall Schnapp

Are you Mediating or Arbitrating?



Michael Erdle

Ethical Issues for the Med-Arb Practitioner



Ian Mackenzie

Med-Arb: Building Relationships and Ethical Boundaries



Blaine Donais

Building a Career in Workplace Conflict Management



John Beaucage & Alicia Kuin

A Hybrid Dispute Resolution Process



Cinnie Noble

Transforming Our Clients' Relationships Within Themselves Transforms Their Relationships with Others

On June 7th, 2018, following ADRIO's 33rd Annual General Meeting, hear from a distinguished lineup of conflict management experts on a wide range of topics, focusing on transforming relationships, diversity and regulation in ADR. With 3 streams (i.e., Mediation, Arbitration, and More Dispute Resolution Approaches), this professional development conference offers an exceptional opportunity for learning, training, and networking. Registration includes breakfast, lunch, and break refreshments.



This program contains 4 hours and 25 minutes of Professionalism Content. This program contains 1 hour and 5 minutes of Equality and Inclusion Professionalism Content.

This program contains 6 CEE points.

DATE: JUNE 7th, 2018

TIME: 9:00 – 3:30 PM

The Ramada Plaza, 300 Jarvis St., Downtown Toronto


REGISTER NOW

WWW.ADR-ONTARIO.CA/ADRIO2018

Visit our website for full program details.
Sponsorship Opportunities: events@adr-ontario.ca

3 Three Concurrent Streams of Invaluable ADR Professional Development Content

Time	Mediation (Ballroom C)	Arbitration (Ballroom AB)	More Dispute Resolution Approaches (Essex Lounge)
9:00 AM – 10:00 AM 10:00 AM – 10:30 AM	ADRIO Annual General Meeting in Main Ballroom		
	<p>Keynote: Lessons Learned from a Workplace Investigator - Janice Rubin B.A., LL.B.</p>		
	 <p>Employment lawyer Janice Rubin and her colleagues have investigated hundreds of complaints from workplaces and other institutions across the country. Janice will speak to what she has learned from these investigations, including her observations about why people make complaints, and why they don't, the impact of abusive and toxic behaviour on individuals and workplace culture, the limits of traditional complaint based models, as well as the crucial role of leadership.</p>		
	<p>Janice Rubin, BA, LLB, is co-founder and co-managing partner of Rubin Thomlinson LLP, a Toronto-based law firm focused on providing optimal legal solutions to challenging workplace issues to employer and employee clients. While Janice has represented both employees and employers over the years, her practice is now restricted to conducting workplace investigations, assessments, mediations and training. Janice is currently included in The Best Lawyers in Canada, Canadian Who's Who, Lexpert®, Lexpert®/American Lawyer Guide to the Leading 500 Lawyers in Canada and Chambers Canada Guide. She was awarded the 2014 Lexpert Zenith Award for practice excellence in employment law and in 2015 was named the Employment Lawyer in the National HR Awards. Rubin Thomlinson LLP was listed in the top 10 in Canadian Lawyer Magazine's Top Employment Law Boutiques in 2016. Janice and her partner Christine Thomlinson are the co-authors of the newly revised "The Human Resources Guide to Workplace Investigations".</p>		
10:30 AM – 10:45 AM 10:45 AM – 11:45 AM	Morning Refreshment Break		
	<p>Self-Represented Persons in Dispute Resolution Processes – Uneven Representation Need Not Lead to Unequal Fairness</p>	<p>Are you Mediating or Arbitrating?</p>	<p>Building a Career in Workplace Conflict Management</p>
	<p>Martha E. Simmons, BA (Hons.), JD, LLM (ADR), PhD</p>	<p>Marshall Schnapp, J.D., LL.M.</p>	<p>Blaine Donais, LL.B., LL.M., C.Med., WFA</p>
	<p>Approved Professionalism Hours: 1 hr</p>		<p>Approved Professionalism Hours: 55 mins Approved Equality and Inclusion Professionalism Hours: 5 mins</p>
	<p>This presentation will address a particularly complex issue faced by dispute resolution professionals in today's legal landscape - the effects of unequal representation in mediation. The dramatic increase in the number of self-represented persons warrants the discussion of what responsibilities mediators and other dispute resolution professionals have towards these participants. The situation becomes ever more complex when one party is represented, and the other is not. How should this power imbalance be addressed? Is there a different standard to which to hold advocates appearing on the other side of self-reps? What additional supports may be required? This discussion will be situated within the broader debate about the regulatory framework of mediation.</p>	<p>While mediation and arbitration are two distinct dispute resolution tools, many of the tools employed by an effective mediator are essential to running an effective arbitration. In this Interactive discussion, I will discuss how mediation tools can be employed to ensure parties move forward and collaborate effectively in the Arbitration process. We will discuss which mediator tools can be utilized in all aspects of the Arbitration process from the appointment of an arbitrator, drafting the arbitration agreement, pre-hearings, running the hearing, cost awards and appeal rights. An effective Arbitrator needs to work with the parties before them to ensure the process succeeds.</p>	<p>With various changes to occupational health and safety legislation, human rights legislation and with adoption of the Psychological Health and Safety Standard, organizations are now more than ever in need of workplace interventions, like:</p> <ul style="list-style-type: none"> • investigations • inter-personal mediations • workplace restorations • conflict management coaching • leadership and conflict management training • structural consulting on fairness and conflict management systems <p>This workshop will help prepare you for a practice that includes these and other services related to workplace conflict management. We will help you put structure to your practice by introducing a tool that will help you build a business plan for success in this area. This will be an interactive session where you will work in teams to come up with a strategic plan and execution strategy to help build your workplace practice.</p>
11:45 AM – 12:45 PM	Networking Lunch Provided by Atchison and Denman		

 [See registration page for speaker bios.](#)

Time	Mediation (Ballroom C)	Arbitration (Ballroom AB)	More Dispute Resolution Approaches (Essex Lounge)
12:45 PM – 1:45 PM	<p>Restorative Process Mediation for the Workplace</p> <p>Barbara Benoliel, Ph.D.</p> <p>There are several variations of restorative processes that are used to resolve disputes in the workplace related to complaints about behaviours; including harassment, bullying, intimidation, and undermining. This session will outline the philosophy, goals, and process of a restorative process mediation, and demonstrate with the group one example of restorative process in a mock session; post-complaint of harassment in the workplace. Participants will be able to test their skills in this setting to facilitate restorative dialogue with parties in a dispute.</p> <div data-bbox="370 871 711 1102" style="background-color: #0070C0; color: white; padding: 10px; text-align: center;">  <p>Registration includes breakfast, lunch, and break refreshments.</p> </div>	<p>Ethical Issues for the Med-Arb Practitioner</p> <p>Michael Erdle, FCI Arb, C. Arb, C. Med</p> <p>Approved Professionalism Hours: 1 hr</p> <p>As demand for Med-Arb grows in many areas of dispute – commercial, family, workplace and others – more neutrals who take on this role will find themselves struggling with the ethical issues it raises.</p> <ul style="list-style-type: none"> • What are the arbitrator’s and mediator’s ethical obligations? • How do they conflict? • How can they be reconciled? <p>Michael Erdle, an experienced mediator/arbitrator, will lead this interactive discussion session to identify and explore some of these issues, including: confidentiality, impartiality, party autonomy, power imbalances, dealing with represented and unrepresented parties. We will also discuss practical strategies to manage med-arb engagements to avoid or minimize the risk of ethical conflicts.</p>	<p>A Hybrid Dispute Resolution Process</p> <p>John Beaucage, B.A., D.Litt. & Alicia Kuin C. Med, LL.M. (ADR), M.A., B.A.</p> <p>Approved Equality and Inclusion Professionalism Hours: 1 hr</p> <p>This workshop will cover a Hybrid Process that supports nation-to-nation building. A Hybrid Process refers to a combination of two culturally unique practices – Indigenous peacemaking and mediation. The combination of these two practices provides a culturally sensitive and holistic approach to conflict resolution and nation building.</p> <div data-bbox="1117 823 1549 1178" style="background-color: #0070C0; color: white; padding: 10px;">  <p>Who Should Attend?</p> <ul style="list-style-type: none"> ✓ ADR professionals ✓ Human resources professionals ✓ Government employees ✓ Business/team leaders ✓ Union representatives </div>
1:45 PM – 2:00 PM	Afternoon Refreshment Break		
2:00 PM – 3:00 PM	<p>Designing the Workplace Conflict Management System</p> <p>Tricia Gazarek, M.A., P.G. Cert. ADR, Q. Med</p> <p>In this presentation, we will address the steps you should take to identify gaps in employee relations communication, how to implement structure for dealing with employee disputes, and best practices for resolving employee disputes. Specifically, this presentation will introduce the principles of workplace mediation, its purpose, designing the framework for your workplace, and examples of workplace mediation in action.</p>	<p>Med-Arb: Building Relationships and Ethical Boundaries</p> <p>Ian R. Mackenzie LL.B.</p> <p>Approved Professionalism Hours: 30 mins</p> <p>This presentation will provide an overview of the med-arb process and origins, as well as practical tips for an effective med-arb session. How can med-arb build or restore relationships? How is this different from relationship building in mediation or in arbitration? What are the special ethical considerations for ADR professionals in med-arb? Is there a need for a Code of Conduct for med-arb?</p>	<p>Transforming Our Clients' Relationships Within Themselves Transforms Their Relationships with Others</p> <p>Cinnie Noble LL.B. LL.M. (ADR) C. Med</p> <p>Approved Professionalism Hours: 1 hr</p> <p>In this interactive workshop, Cinnie Noble will propose ways our roles, as ADR practitioners, can extend beyond facilitating settlements - to transform our clients' inner relationships within themselves and their outer relationships with others. She will invite participants to 're-view' the philosophies and skills we bring to our roles - and to consider the responsibility we have as conflict specialists to make conflict, and the processes we provide, enriching experiences for the people who turn to us for our guidance and expertise. As part of this session, Cinnie will ask participants to consider a number of variations of ADR processes - that use a 'coach-approach'.</p>
3:00 PM – 4:00 PM	Closing Remarks in Main Ballroom and Networking Time		

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Do you live outside of the GTA? We have blocked guestrooms for Wednesday, June 6th, 2018 for the special rate of only \$189.00. There are limited rooms available. Guests may call the hotel directly at 416-977-4823 or 1-800-2-Ramada and quote group code CGAD54, or book online at www.Ramada.com and use the same group code.



Via Rail: Save 10% off the best available fare in Economy, Economy Plus, Business, Business Plus, Sleeper class. Subject to the conditions and restrictions of the fare plan to which the additional discount is being applied. Valid June 5, 2018 to June 10, 2018 from all stations throughout the VIA system to Toronto Ontario and return. Discount code: 13626. [View full details, conditions and instructions online.](#)



Porter Airlines is proud to offer a 10% discount on available base fares (except for the lowest class fare during a public seat sale) for travel to and from this event. The discounted fares are available for booking from November 24, 2017 to June 10, 2018. Please [book online](#) or through your travel agent using promo code "ADRIO18". [View full details, conditions and instructions online.](#)

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