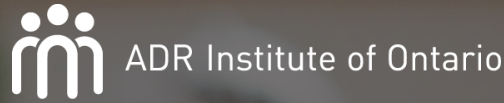


"As a person just starting out, this session paved the gravel path of organizing my plans. The knowledge shared was relevant and presented in an interactive 'ah-ha' way."
– Participant from the previous offering of this program.



"I think this event should be offered at least once if not twice a year. It offers very valuable information for both beginners and experienced entrepreneurs to start and grow their business and take it to the next level. I would defiantly attend this event again in the future. This event is very useful for both novice and experienced entrepreneurs to get a better understanding on how to create and sustain marketing for their business."
– Keshia Osbourne, participant from the previous offering of this program.

BUSINESS IN A BOX: SETTING UP FOR SUCCESS

*BUSINESS LOGISTICS FOR ADR PRACTITIONERS
FEATURING A DYNAMIC PANEL OF BUSINESS DEVELOPMENT EXPERTS*

April 29, May 6, May 13, 9:00am – 1:00pm ET (Online)

ADRIO Members \$500, Non-Members \$600, ADRIC Affiliate Members \$550

Learn to manage and build your ADR practice with valuable expert insights, actionable next steps and practical, results-oriented strategies.



Part 1 – April 29 | The Entrepreneurial Building Blocks

With Pramila Javaheri, C.Med, Q. Arb, ADRIO Executive Director

Learn how to set a strong foundation for a thriving ADR business.

Topics: self-employment tips and strategies; marketing; budgeting; building and growing your network; leveraging existing services to expand your business



Part 2 – May 6 | Strategic Marketing

With Keita Demming, Director of Development & Innovation

Learn how to build and fortify your business plan with strategic and results-oriented digital marketing strategies.

Topics: Learn the most powerful form of marketing; Build a client acquisition strategy that is not dependent on social media; Build your brand with your ideal client profile; Learn how to have a powerful first meeting



Part 3 – May 13 | ADR Business Operations and Logistics

With Bruce Ally, PhD, LLM (ADR), DRE, WFA, CP.Med, PsyD, Founder of A Place for Mediation

Learn the essentials of business operations and logistics from a successful mediator and entrepreneurial who has conducted more than 4000 mediations.

Topics: time management; contracting; finances; rosters; and working with ADR professionals.

Get your remaining questions answered in this final workshop session!

Register: www.adr-ontario.ca/BIAB2023

* +HST on all rates. 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 April 10, 2023 will receive a refund less a 20% administrative fee; those received on or before April 20, 2023 will receive a refund less 50%. No refunds after April 20, 2023. Sessions, speakers and times are subject to change. Registrations are tentative until April 28, 2023. Should ADRIO need to cancel this event, you will receive a full refund. Once payment has been processed, this refund policy applies under all circumstances.

Business Development Experts



Pramila Javaheri, C.Med, Q.Arb, ADRIO Executive Director

Pramila is the Executive Director at ADR Institute of Ontario (ADRIO). She is also an engaging Speaker and Mediator with over 22 years of experience. She has worked with her clients to facilitate solutions by consensus that are practical and robust. Her experience in mediation includes workplace, residential and commercial properties, personal injury, employment and business-related contractual disputes, statutory accident benefits, community and criminal disputes. Pramila has held leadership roles as President of the Community Legal Clinic of York Region, Vice-President of the ADRIO and Chair of the Social Planning Council of York Region. She has been inducting into ADRIO's President Circle and has the distinct designation as a Charter Mediator (C.Med) since 2007 and Qualified Arbitrator since 2023. Her work and success have been featured on CBC radio, televised on CTV and published in the Toronto Star. She has taught classes at Schulich School of Business, Ryerson, University of Ontario, Centennial College, George Brown College and Seneca. She has provided coaching, mediation, ADR & leadership training, and consulting services to thousands of participants of many organizations, including union groups, crown corporations, major Canadian enterprises, faith groups and community organizations across North America. In addition to her leadership roles and mediation practice, Pramila has an extensive background in Community Development (CD) and uses engagement strategies, research, and her skills in ADR and CD to mobilize and empower community groups. She has led the implementation of hundreds of programs and services. She has received numerous Leadership and Mentorship awards for strengthening communities and creating stronger neighbourhoods from the City of Toronto and Member of Parliament. Pramila was an instructor and mentor for students at the Creative Institute for Toronto's Young Leaders (CITY Leaders) and the Toronto's Centre for Community Learning and Development. Pramila has an undergraduate degree in Sociology (B.A Honours) from York University and a Certificate for the Emerging Leaders Program from Schulich School of Business.



Keita Demming, Ph.D., Director of Development & Innovation

Keita is an award-winning educator and coach who is working to transform companies into places and spaces that are idea-driven and people-centred. He and his team at The Covenant Group have built the online coaching platform "Coach on the Go" that acts as a virtual coach for entrepreneurs and business builders. At the core of their developmental work is the belief that building any new training programs or workshop starts with people. As a Trusted Advisor and Thought Leader in design, strategy, and innovation, Keita strongly believes that the more we learn from others, the more likely we are to find our own journey a little bit easier. One of his proudest personal achievements is the community he helped grow around TEDxPortofSpain, part of the popular TED Ideas festival and one of the most successful TEDx events in the world.



Bruce Ally, PhD, LLM (ADR), DRE, WFA, CP.Med, PsyD, Founder of A Place for Mediation

Mr. Ally has been mediating since 1985 and has completed more than 4000 mediations. Initially his focus was on Family Mediation, but today he now includes specializations in Human Rights, Employment, and Personal Injury amongst other areas. Bruce is one of the instructors for the Lawyers as Negotiators Program at Osgoode Hall Law School where he specializes in the course's section on Culture. He is also a senior consultant at the Workplace Fairness Institute and certified to provide services to the Government of Canada for Mediation, Arbitration, Counselling and Workplace Restoration. His educational exploits include a BA at York University in 1985, Certificate in Mediation at the University of Toronto in 1985 and a six month internship at the Oshawa Family court. Bruce then commenced private practice. In 1991, he completed his MA in Psychology at Vermont College, an LLM in ADR at Osgoode Hall Law School in 2005 as well as a Ph.D. in counselling in 1997. He is currently in the midst of completing a PsyD at California Southern University. Bruce is certified in Child Protection Mediation since 2006 and holds Memberships with the ADR Institute of Ontario and Canada. He is a Roster Member with the Ontario Mandatory Mediation Program Superior Court of Justice in Toronto, Windsor and Ottawa since 1999. In addition to this he is widely published on numerous areas in mediation, and has acted as an arbitrator in numerous private matters for the last 10 years.

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