

Jan. 15, 2009 -- TAPM Content Included in Newsletter

Register Now for March 27 Annual Meeting



TAPM's Annual Meeting will feature a program on "Mediations Involving High Conflict Individuals," featuring nationally known author and speaker William Eddy.

You can register online now by going to tennmediators.org.

TAPM members who have already paid their dues for 2009 or who pay their dues before March 20 will receive a \$75 discount off the normal \$175 seminar registration cost for non-members. In other words, for the combined cost of \$200 (\$100 for annual membership and \$100 for the education program), you will be able to have your dues paid in full for the year, attend the March 27 annual meeting and seminar, receive six hours of CLE/CME credit, and get a free lunch at the business meeting that day where TAPM members will elect new board members for the coming year.

Mr. Eddy is the president and co-founder of the High Conflict Institute and is an attorney and mediator in California. He is a nationally recognized author and speaker on managing high conflict disputes.

Mr. Eddy has designed a one-day program specifically for TAPM members, incorporating education on high conflict personality disorders with practical techniques for dealing with such individuals in the mediation setting. Whether it is in the family or business context, it is not uncommon to have at least one party to a mediation that exhibits some type of personality disorder -- Borderline, Narcissistic, Histrionic, Antisocial, Paranoid, etc. Mediators sometimes feel overwhelmed in such situations and find that their normal mediation tools are inadequate for working with such persons. The program will be divided into four segments -- understanding the types of personality disorders, tips for managing people with such disorders, practice examples and role playing in the mediation setting, and special mediation issues that arise in dealing with high conflict personalities.

Mr. Eddy is an expert in the field and has written five books on the subject, including "High Conflict People in Legal Disputes" and "It's All Your Fault: 12 Tips for Managing People Who Blame Others for Everything." Become a more effective mediator by attending the program and learning to work with individuals exhibiting high conflict personalities.

The program will be at Lipscomb University. Check updates to TAPM's website and future e-mails for the exact location at Lipscomb and directions. The schedule for the day is:

Schedule for March 27, 2009, Annual Meeting & Seminar

- 8:30 - 9:00: Registration
- 9:00 - 10:30: Understanding High Conflict Personalities
- 10:30 - 10:45: Break
- 10:45 - 12:15: Ten Tips for Managing High Conflict Personalities
- 12:15 - 1:15: Lunch and Annual TAPM Membership Meeting (Lunch included in Registration)
- 1:15 - 2:45: Practice Case Examples
- 2:45 - 3:00: Break
- 3:00 - 4:30: Mediation Special Issues

December Quarterly Meeting Focused on Ethics

The December TAPM Quarterly Meeting focused on ethics issues with a presentation by Randal Mashburn, current president, and Marietta Shipley, immediate past president titled "Ethical Considerations at the Mediation Table." Those present at the lunch meeting at Harper's Restaurant discussed several factual scenarios that raised numerous ethical delimmmas. If you were unable to attend and would like to review the hypothetical scenarios discussed at the program, click [here](#).

NCRC's Annual Mediation Celebration: Feb. 13-24

This year's Annual Mediation Celebration, sponsored by the Nashville Conflict Resolution Center and scheduled for Feb. 13-14, is focused on international conflict resolution, a growing interdisciplinary field designed to meet the challenges of 21st century conflict head-on. The Annual Mediation Celebration includes collaborative activities with Vanderbilt Law School and the Institute for Conflict Management at Lipscomb University.

The goal is to raise awareness about NCRC's mission and services, and further engage Nashville in the work of volunteer / pro bono community mediation.

A fundraiser reception and buffet dinner will be held at 6:30 p.m. on Friday, Feb. 13, at the home of NCRC Board member David McMillan and Marietta Shipley, immediate past president of TAPM.

Also in connection with the Mediation Celebration will be two free lectures by Dr. Mari Fitzduff, International conflict expert, author, consultant on peace processes, and Director of the M.A. program in Coexistence and Conflict, Brandeis University. One lecture will be at noon on Feb. 12 at Vanderbilt University and the other will be at 1:15 on Friday, Feb. 13, at Lipscomb University. More details and information on how to make reservations for the fundraiser and other events can be found on NCRC's website at www.nashvilleconflict.org or by clicking [here](#).

Mediator Pro Bono Opportunities: Tennessee Volunteer Lawyers for the Arts

(The TAPM Newsletter has begun a series of articles highlighting pro bono opporunities for its members)

Tennessee Volunteer Lawyers for the Arts (TNVLA) is seeking volunteer mediators to assist with its program. TNVLA provides pro bono legal services and education to low-income artists and emerging nonprofit arts organizations in the Nashville area. TNVLA was formed in 2006 with a start-up grant from Vanderbilt University Law School. Since opening, it has assisted the arts community with almost 350 cases and built a roster of 100 volunteer lawyers. TNVLA works with individual artists of all genres as well as more than 60 arts organizations.

TNVLA is building a panel of volunteer mediators to help clients resolve arts-related disputes.

Here are a few examples of the type of projects TNVLA has handled in the past where mediators could serve a role:

- A dispute between a gallery and a sculptor over compensation for artwork sold and disposition of artwork remaining in the gallery's possession.
- An employment dispute between a small theater company and an artistic director.
- The breakup of a band necessitating the division of shared equipment and rights (such as to future use of the band name).

To volunteer your services with TNVLA, you must have Rule 31 Certification and be a member of TAPM with an active profile on TAPM's website. Contact Casey Gill Summar, executive director, at 615-298-9309. Web site: <http://www.tnvla.org>. E-mail: info@tnvlaw.org.

Meet the Mediator: Lynn Barton

(The TAPM Newsletter continues its series of profiles of its members.)



Lynn Barton, who is a founding member of TAPM, has been mediating for more than 25 years. Ms. Barton conducts family and divorce mediation with a therapist's background and perspective and is a Licensed Clinical Social Worker. Her primary mediation practice areas are divorce as well as child custody and parenting plans. Although she has worked primarily as an Individual and Marital Therapist, Ms. Barton has been serving as a mediator in various situations since first being trained in 1982.

Ms. Barton has earned degrees from Smith College, Newcomb College, and University of Tennessee School of Social Work. In 1997, she obtained her Rule 31 certification in General Civil and Family Mediation.

Ms. Barton is a Board Certified Diplomate in Clinical Social Work (BCD) which is an advanced-practice certification that represents the utmost standards in the field in the areas of clinical education, training, and experience.

With regards to her membership in the Family Section of the Association for Conflict Resolution, Ms. Barton is distinguished as an Advanced Practitioner Member for her extensive experience.

Ms. Barton is an Assistant Clinical Professor for the Department of Psychiatry at Vanderbilt University School of Medicine.

PRESIDENT'S MESSAGE



By Randal Mashburn, TAPM President

This is one of those "good news/bad news" items. If you are looking for confirmation that you are on a great career path, the good news is that U.S News & World Report has just profiled 30 careers that offer strong outlooks and high job satisfaction for 2009, and being a mediator is on that list. If you are worried that there is already too much competition to make a living at mediation, the bad news is that being a mediator is on this very prominent list that could entice others to jump into the field and create even more competition than already exists.

The article discusses the benefits of mediation over litigation and explains a little about what mediators do. "Mediators don't decide who's right," the career profile states. "They guide a discussion so the disputants can more wisely reach agreement and move on with their lives. Most Mediators love their work, helping people beat swords into plowshares."

As the article points out, there is one problem with choosing mediation as a profession -- "there are more mediators than there are mediation jobs." The U.S. News & World Report article gives one of the reasons as the fact that the barriers to entry into the field are so low -- typically no more than 40 hours of formal training. While the description of the "low barriers" is somewhat misleading in light of the actual need for practical experience and additional training to become an effective mediator, it does reflect one of the reasons that so many people are hanging out their shingles and trying to develop a mediation practice.

The article also states that most mediators do not earn a middle class income for at least one to five years and that most successful mediators must embrace marketing, create a niche for themselves and develop a strong reputation -- all of which takes time. There are a lot of interesting tidbits and food for thought in the article, but it will mostly reinforce what you already know: that mediation for most people is a very enjoyable profession but not one that is easy to serve as a sole basis for their livelihood. As I said, there is both good news and bad news found in the article.

[Here](#) is the link for the complete article in U.S. News & World Report