

# GTMA NEWS

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## Upcoming:

- September 11-13—Idaho Mediation Association Conference, Boise State University Student Union Building, Boise
- September 14 - GTMA monthly Luncheon; Whitewater Grill, 355 River Pkwy, Idaho Falls
- October 5—GTMA monthly Luncheon; Whitewater Grill, 355 River Pkwy, Idaho Falls
- October 8 - GTMA Quarterly Business Meeting, Election and installation of officers

## FROM THE ARENA

Greetings to all:

I really tried get a newsletter out this summer, but summer activities got in the way. The GTMA Newsletter will be undergoing a format change, in that we will now publish quarterly instead of monthly. E-mail reminders and alerts for meetings will be sent to the usual suspects through e-mail.

A coupe of thoughts- -

Any organization prospers when individuals give of their time and talents to move the organization forward. GTMA has been blessed with a core of individuals committed to mediation and GTMA, and are willing to give of themselves to keep GTMA moving forward.

However, this core group cannot do it alone. I'm putting out the call for some help.

We are in need of a coordinator for our monthly luncheons, a newsletter article writer, and a training coordinator. These "jobs" take very little time, but are so important to the mission of GTMA. If you would be interested, please drop me a line at: [President@gtmediators.com](mailto:President@gtmediators.com), or give me a call at 208-520-2654. GTMA and the community need you.

Recently, the BBB has been having a rash of mediations. If you are interested in participating in the BBB/GTMA Joint Venture, let me know. These are interesting mediations, and we have realized some good outcomes with this program.

We always need mediators for the Parent/Teen and Victim/Offender programs. I personally was hesitant about getting involved, but Jan Baxter is persuasive. I can now report that these are some of the most rewarding mediations I have participated in. Again, give me a call or drop me a line and I'll get you in touch with Jan.



Fred "Rocky" Clark,  
GTMA President

## GTMA QUARTERLY MEETING

We previously cancelled our June Quarterly meeting because of scheduling conflicts. Our next scheduled date of September 11 coincides with the IMA Conference in Boise. We have established the date of October 8th, 2009 for the quarterly business meeting and installation of officers for 2010.

Once the location is established, an e-mail reminder will advise of the location and starting time.

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## NEWS TO USE

### Mediation Training Calendar

Gary Schreiner has developed a training calendar for use by area mediation trainers and organizations. The calendar can be accessed at [www.idahoadr.com/calendar](http://www.idahoadr.com/calendar).

The goal of the calendar is the creation of a central site for announcements of training opportunities. Great resource. Thanks, Gary!

### Foreclosure Mediation Program

Our grant application to the CHC foundation for development of a foreclosure mediation program was unsuccessful. However, there has been enough interest and demand for the program that it will continue while looking for alternative funding sources. Dick Struthers recently attended a certification program for HUC counselors in Phoenix, AZ, and has been working with the Eastern Idaho Community Action Partnership to get this program underway. Dick is still looking for persons interested in serving as mediators for this program. An August 15, 2005 article in the Idaho Business Review by Lora Volkert concerning the use of mediation as an alternative to litigation provides some insight to the benefit of mediation. Dick will also make a presentation at the IMA Conference in September.

### Saveidahomes.org Website

Our partnership with the Eastern Idaho Community Action Partnership is beginning to show results, as word of the program gets out in the community. The foreclosure mediation website, [saveidahomes.org](http://saveidahomes.org) has experienced significant hits, and offers great information on foreclosure avoidance. Check it out!

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## UPCOMING EVENTS

Training Sessions— GTMA is in the process of developing a training calendar beginning in October. The continuation of these training sessions is dependent upon participation by area mediators. Some topics in discussion include:

- Effective Communication Skills
- The Route to CPM Status—a workshop on IMA certification
- Conflict- Overcoming obstacles in mediation
- Basics of Small Claims mediation
- Parent/Teen mediation workshop
- Victim/Offender mediation workshop

If there are other topics of interest, please drop me a line at [President@gtmediators.org](mailto:President@gtmediators.org). Also, if you are willing to be a trainer, drop me a line as well.

## GTMA LUNCHEON—

Join us for the monthly GTMA luncheons at the Whitewater Grill. It's a chance to meet your fellow mediators and share a little information, fun and food.

**Date: September 14; October 5, November 2, and December 7**

**Time: 12:00 noon**

**Location: Whitewater Grill, 355 River Parkway, Idaho Falls**

# IDAHO MEDIATION ASSOCIATION

## 2009 Annual Conference

Save These Dates:

September 11th -13th



*"STRENGTHENING AND EXPANDING YOUR PRACTICE FOR TODAY'S WORLD"*

Keynote Speakers:

**Brigid Duffield**

Attorney - Mediator

[www.brigidduffield.com](http://www.brigidduffield.com)

**Kathy Elton**

Mediator - Consultant

[www.kathyelton.com](http://www.kathyelton.com)

**Pre-conference - "Environmental Conflict Resolution"**

**Greg Walker**

*BOISE STATE UNIVERSITY STUDENT UNION BUILDING*

### Nominations and Election of Officers

It's that time again, folks. GTMA is now accepting nominations for the offices of:

- President
- Vice President,
- Treasurer,
- Secretary and
- Two seats on the GTMA Board of Directors.

If you or someone else is interested in serving, Please send your nominations to : [nominations@gtmediators.org](mailto:nominations@gtmediators.org) . Voting by secret ballot will occur at the meeting, and results will be announced at our quarterly business meeting on October 8th.



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**We're on the Web!**  
[www.gtmediators.org](http://www.gtmediators.org)

**The Grand Teton Mediation Association** exists to provide a professional organization for persons interested in alternative dispute resolution. We are a 501 (c) (3) non-profit organization based in Idaho Falls, Idaho. Our area includes all of Eastern Idaho and Western Wyoming.

Our membership is open to all persons interested in mediation as a vocation, profession, or area of interest. We constantly strive to provide value to our members through educational opportunities, forums to discuss alternative dispute resolution, and opportunities for the public to engage our services in disputes.

We cordially invite all interested persons to join us.

## BACK PAGE BLOG

### Attribution Bias

[Jeff Thompson](#)

As conflict resolvers, we are suppose to notice the things that others can not because we are trained to do so. We are also trained in knowing the terms of certain traits, characteristics and actions. Knowing these terms does not make one smarter than the other, or display a sense of superior mediator skills when compared to others but rather I look at it as an additional tool in the mediator's toolbox.

Knowing these terms and also being able to identify them when being displayed in 'real time' is crucial as a conflict resolver. Why? One of the first tasks we are faced with is diagnosing the conflict. When looking at the circle of conflict [read more [here](#)], understanding terms such as attribution bias can help you understand the people involved and the actions they have taken.

According to [Wikipedia](#), attribution bias is defined as a cognitive bias that affects the way we determine who or what was responsible for an event or action. Types of these biases include:

#### Actor-observer bias

When you do something, it is because of the circumstances of the situation but when someone else does it, it is cause of their disposition.

#### False Consensus Effect

Believing everyone else thinks the same way they do.

#### Incompatibility Bias

Assuming your interests are are not compatible with the other party.

#### Sinister Bias

Thinking someone acted a certain way to purposely have a negative impact on you.

You can read about many more of them [[here](#)] and read all about the cognitive biases [[here](#)].

So you might be asking again, why bother? I am not suggesting when mediating an issue between two parties, if you see one person displaying the actor-observer bias that you call them out on it. What I think can help is by recognizing what it is that they are doing will allow you to properly decide on a method that can assist the party to move away from that bias and move in a positive direction.

This short posting by no means is intend to be a lesson on attribution biases and cognitive bias. If this has sparked your interested, I suggest researching articles and papers to gain further insight at such sites like [Beyond Intractability](#) and [CRINFO](#).



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From Jeff Thompson's [Enjoy Mediation Blog](#), reprinted from [Mediate.com](#)