



BEING RELATIONAL GAZETTE

BALTIMORE MEDIATION'S NEWSLETTER AND TIPS – January 2019

A MESSAGE FROM OUR FOUNDER

Welcome 2019! A new year is a time like no other to both look back and look forward, to learn, grow, say goodbye to, and to welcome in new beginnings. What are you grateful for from 2018? What do you need and want to metabolize and flush away from 2018? And what will you welcome and cultivate in 2019 that is good for you and good for others? We are interested in these things as we foster more intentional lives and lifestyles. Here's to you and welcoming in the new year.



GRATITUDE.... ACCOLADES, HIGH FIVES!

The ABA has requested more of Louise's "I Can Relate!" Blog, so here it is for those of you not able to log onto the closed attorneys only website ;)

[Read the latest "I Can Relate!" Blog here!](#)

OUR TRAININGS





Our December training was fabulous! We welcomed two judges at our training from the Maryland Court of Appeals, as well as professionals from the Equal Employment Opportunity Commission, Anne Arundel Conflict Resolution Center, Towson University, and others including attorneys, engineers, financial planners, community developers, hospital administrators, and bankers. It was incredible to see how participants transformed and grew by the end of the course, each one walking away with new skills they were eager to use!

Kick off 2019 by getting a jump on your CEU's and CLE'S!

Join us **January 23-25, 2019** for our **20-Hour Advanced Mediation & Conflict Transformation Skills Training Focused on Family, Separation, and Divorce**. It's a certificated, nationally recognized, and accredited training that will sharpen your skills for a stronger 2019 as you interact with or mediate family and friends professionally.

This is our last training until June and our only domestic training of the year - **sign up now!** There are still a few spots left!

[Register Here](#)

Interested in more information or registering for a training? [See a full list of our trainings here!](#)

TRAINING PARTICIPANTS ARE SAYING...

"Transformative mediation, using reflection, summary, and open questions, really draw out the conversation between people resulting in a successful and satisfying resolution when there are disagreements."

- Christine Dubs, Corporate Human Resources at MedStar Health

TEAM HIGHLIGHT - Larry Hoover

Larry Hoover will turn 85 this year and was a founding member of Baltimore Mediation's team in 1993. He served as a lead mediator and trainer with Louise for fifteen wonderful years until his retirement. We honor Larry for how he helped shape BMC's footprint in our earliest days of formation.

Prior to working with Louise and Baltimore Mediation, Larry served of counsel in the law firm of Hoover Penrod LLC in Harrisonburg, Virginia. An Order of the Coif graduate of University of Virginia Law School, Larry is a Fellow of the American Bar Association and Virginia Bar Association. In 2005 he received the Tradition of Excellence award from the General Practice Section of the Virginia State Bar. As one of the founders of the first community mediation centers, he began mediating cases in 1982. He is a founding member of the McCammon Group, a Richmond, Virginia-based dispute resolution service.



Larry began teaching negotiation and mediation at both the University of Virginia Law School and Washington and Lee Law School in 1985, where he and Louise met. Larry served three years as chair of the Joint Committee on Alternative Dispute Resolution of the Virginia State Bar and the Virginia Bar Association. He served on various committees of the State Bar and the Supreme Court's Department of Dispute Resolution, and received a Lifetime Achievement Award at the Department's ten-year anniversary celebration in May 2001.

Larry had several published articles and made numerous presentations on mediation and collaborative lawyering. He was a member of the Dispute Resolution Section of the ABA, the Virginia State Bar/Bar Association Joint Committee on ADR, the Virginia Mediation Network, the Association of Enneagram Teachers in the Narrative Tradition, and the International Association of Collaborative Practice. He was a wise mentor to Louise Phipps Senft for many years who taught Louise many things, including "to follow her nose" and trust her intuition. We celebrate Larry this year as he turns 85!

SPEAKING EVENTS





Louise and Multicare President
Bill Roberston in Tacoma, Washington
State



Louise was the keynote speaker in **Tacoma, Washington** last month at **Multicare Health System's Presidential Awards Event** to 1,000 medical professionals. It was fantastic! She delivered a riveting and inspirational message on **Relational Medicine**, weaving in aspects of The Archer Sent Story to thunderous applause and a standing ovation after a 90 minute address! Multicare President Bill Robertson even called for a moment of silence following her speech to allow for everyone to "take in what just happened." **Relational Medicine** is the future!

Louise is available to deliver the **Relational Medicine** message for medical conferences and medical recognition events for doctors, medical specialists, hospital and clinic admins, managers, nurses and integrative practitioners. Louise is also available to speak at events, conferences, schools, companies and more. Her speech themes include, but are not limited, to Relational Leadership for You, for women, attorneys, executives, politicians, physicians, families; Transformative Mediation: what it is and why you need it; Stories from the Trenches; How to Transform the Adversarial Ethic in Your Life; Where is God in Crisis?; Relational Advocacy in Healthcare: Crossing Silos and Moving Mountains; Relational Advocacy in Attorney Negotiations, and Creative Miracles for Healthcare and Well-Being: The Side-by-Side Partnership of Integrative Medicine and Western Medicine.

IN A RECENT...

mediation training, our training participants highlighted how much they appreciated the skillset they were leaving with. Rather than just teaching to the participants, Louise armed the class with a set of skills they can utilize in their

own lives, whether it is in the workplace, at home, or in friendly relationships. One participant said, "**I think the greatest thing I am leaving this training with is tools.** Everyone here, we all come to the table with different experiences and different backgrounds, and different ways of handling situations. I've been in 150 different mediations, but despite being in there, I never reflected, I never empowered, and now I will be able to."

TIP OF THE DAY:

BE PATIENT IN CONFLICT

Conflict, whether inside a mediation or in everyday life, involves change. People in conflict typically believe they are right about the conflict. Each side may or may not understand their own interests, as well as those of the other party, and probably have unrealistic expectations. People in conflict are often hesitant, or refuse, to treat the other with respect. It takes time to address issues, and for people to change their minds. Allow for space in the conflict where respect can be given, and changes can occur. It takes time, but patience allows it to occur.

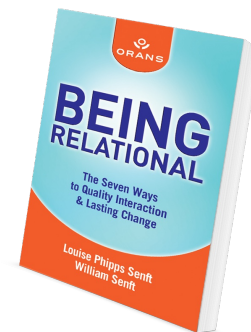
QUOTE FOR THE MONTH:

"Humility does not mean believing oneself to be inferior, but to be freed from self-importance. It is a state of natural simplicity which is in harmony with our true nature and allows us to taste the freshness of the present moment."

- Matthieu Ricard

For copies of the **Amazon best seller** *Being Relational: The Seven Ways to Quality Interaction & Lasting Change* visit

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AS SEEN ON:





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