



ASSOCIATES IN DISPUTE RESOLUTION, LLC

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Training and Speaking Engagement Events (2002 to present)

Advanced Dispute Resolution Training: Advanced dispute resolution training events in which he has participated, include:

American Arbitration Association Arbitrator Training, Denver, Colorado, January 2002;
International Academy of Mediators Conference, Boulder, Colorado, May, 2002;
Center for Employment Dispute Resolution Annual Conference, Chicago, Illinois, May 2002;
Kansas Department of Education, Special Education Mediation and Due Process Hearing Training, Topeka, Kansas, August, 2002;
American Arbitration Association Arbitrator II Training, Kansas City, MO, August, 2002;
NASD Dispute Resolution Training, Denver, CO, October, 2002;
National Arbitration Forum Arbitration Training, Minneapolis, MN, November, 2002;
International Academy of Mediators Training, Naples, FL, November, 2002.
American Arbitration Neutral Conference, Providence, Rhode Island. August 21-23, 2003
National Arbitration Forum Neutrals Conference. William Mitchell College of Law, St. Paul Minnesota, October 10, 2003
International Academy of Mediators Fall Conference. Pepperdine University, Malibu, California, October 16, 2003
The Masters Forum, Pepperdine University, Malibu, California, October 17-18, 2003
NASD Arbitrator Chairperson Arbitration Course (Internet Exam), February 4, 2004
American Bar Association Tort Trial & Insurance Practice, Santa Monica, CA, February, 2004
American Bar Association, New York, New York, April, 2004
Dispute Resolution Conference
University of Missouri—Kansas City, Missouri, June, 2004
Cutting Edge Human Resources Issues
NASD Dispute Resolution Arbitrator Training (Expungement, Internet Mandatory Training Course for Arbitrators, October, 2004
NASD Dispute Resolution Arbitrator Chairperson Training (Internet Mandatory Training for Panel Chairpersons), February, 2005
Kansas Department of Education, Topeka, Kansas, March 9, 2005
Due-Process Hearing Officer Training
American Arbitration Association, Kansas City, Missouri, April 6, 2005
Dealing with Delay Tactics
Kansas Department of Education, Topeka, Kansas, June 10, 2005
Special Education Law Seminar
Straus Institute (Pepperdine University) Dispute Resolution Summer Professional Skills Program, *Advanced Mediation Techniques*, Malibu, California, June 16, 17, 18, 2005
National Arbitration Forum, Minneapolis, Minnesota, November 17, 2005
Advanced Arbitration Techniques
Washburn University School of Law, Topeka, Kansas, February 20, 2006
Issues in Domestic Violence for the Litigator
International Academy of Mediators Training, San Antonio, Texas, November 9-11, 2006
American Arbitration Association (Internet Training), , November 14, 2006
Chairing & Arbitration Panel—Managing Procedures, Process and Dynamics
American Bar Association Arbitration Training Institute, New York, NY, February 22-24, 2007
Kansas Department of Education Special Education Conference, Lawrence, KS, March 7, 2007

NASD Dispute Resolution Revised Rules (Internet Mandatory Training), March 25, 2007
 National Arbitration Forum, Minneapolis, Minnesota, *FORUM Fall Conference*, October 5, 2007
 FINRA (call-in workshop), March 13, 2008 *What FINRA Neutrals Should Know*
 International Academy of Mediators Training, Coral Gables, Florida, May 14-17-, 2008
 Kansas City Metropolitan Bar Association, June 4, 2008, *Mindfulness in Mediation*
 International Academy of Mediators Training, Fall Conference, San Diego, California, November 13-14, 2008
 Kansas/Nebraska Regional Special Education Conference, Omaha, Nebraska, November 6-7, 2008
 FINRA (call-in workshop), March 13, 2008 *What FINRA Neutrals Should Know*
 International Academy of Mediators Training, Coral Gables, Florida, May 14-17-, 2008
 Kansas City Metropolitan Bar Association, June 4, 2008, *Mindfulness in Mediation*
 International Academy of Mediators Training, Fall Conference, San Diego, California, November 13-14, 2008
 Kansas/Nebraska Regional Special Education Conference, Omaha, Nebraska, November 6-7, 2008
 International Academy of Mediators Spring Meeting, *Powerful People in Powerful Places*
 New York, New York, April 15, 2009
 American Bar Association Dispute Resolution 2009 Spring Conference, New York, NY, April 16-17, 2009
 International Academy of Mediators Fall Conference, London England, *What Can We Learn From Each Other? September 10-12, 2009*
 American Arbitration Association Advanced Mediator Training, Dallas, Texas, October 23, 2009
 Kansas Bar Association Legislative Committee Conference, *Legal Ethics*, Topeka, Kansas, November 4, 2009
 University of Missouri Civil Mediation Training (Coach), Kansas City, Missouri, March 31-April 1, 2010.
 Heartland Mediator's Association, Art & Excellence in Dispute Resolution, Overland Park, Kansas, April 15-16, 2010.
 International Academy of Mediators, Fall Conference, Music to my Ears: A Mediation Program, Nashville, Tennessee, October 21-23, 2010.
 Tri-State Special Education Conference, Omaha, Nebraska, November 4, 2010.
 International Academy of Mediators, 2012 Spring Conference, Washington, D.C., April 15-18, 2012.
 American Arbitration Association, Dispute Resolution Section 14th Annual Spring Conference, Washington, D.C., April 18-21, 2012.
 Kansas State Department of Education, Tri-State Special Education Law Conference, Omaha, Nebraska, November 8-9, 2012.
 Kansas Bar Association, 2012 Legislative Conference (Ethics Presentation), Topeka, Kansas, November 15, 2012.
 Kansas City Metropolitan Bar Association, *Update on New Rule 17 and Winning at Mediation*, Kansas City, Missouri, February 22, 2011.
 International Academy of Mediators Spring Conference, *Communication in Mediation*, Napa, California, May 5-7, 2011.
 American Arbitration Association, *Managing the Dynamics of a Multi-Party Case*, Chicago, Illinois, July 14, 2011.
 International Academy of Mediators, Fall Conference, Austin, Texas, November 10-12, 2011.
 Has completed three separate 40-hour civil mediation training programs provided by the Kansas Bar Association; Kansas Department of Education, Special Education Mediation Training and Due Process Hearing Officer Training. U.S. Postal Service "Redress" Mediation Training, St. Louis, Missouri; U.S. Department of Justice, ADA Mediation Training, St. Louis, Missouri; U.S. District Court, Western District of Missouri, Advanced Mediation Training; and, Topeka Bar Association, Arbitration Training (40-hour).

2012 Speaking Engagements & Training Events:

Washburn University School of Law, *Empowering Children in Mediation*, Topeka, Kansas, January 4, 2012.

Presented: *Alternative Dispute Resolution and Child Advocacy*.

Kansas Bar Association, Focus on Solo and Small Firm CLE, McPherson, Kansas, January 13, 2012, *Ethical Advocacy in Mediation (Ethics and Professionalism)*. Panelists included Kathy Perkins, Larry Rute and Arthur Thompson.

Memphis University School of Law, *Civil Mediation Best Practices*, Memphis, Tennessee, January 27, 2012.

Panelists included: Karen Hobbs, Mike Young, Jim Readey, Paul Iacono and Richard DeWitt.

Associates in Dispute Resolution, Topeka, Kansas, Advanced Strategies for Successful Mediation, September 28, 2012. Presented: *Mediation When Money Matters: Techniques for Successful Monetary Settlement*

Kansas Bar Association, 2012 KBA Alternative Dispute Resolution CLE, Topeka, Kansas, November 16, 2012.

Presented: *Mediating the Multi-Party Fair Labor Standards Act Case*. Panelists included: Michael A. Hodgson, Heather M. Lake and Larry Rute.

University of Missouri Kansas City School of Law, Kansas City, Missouri, November 27, 2012. Presented: *Techniques for Mediating the Successful Employment Discrimination Settlement*.

2011 Speaking Engagements & Training Events:

Washburn University School of Law, *Empowering Children in Mediation*, Topeka, Kansas, January 6, 2011.

Presented: *Alternative Dispute Resolution and Child Advocacy*.

University of Kansas School of Law, *Mediation—The Basics: An Employment Law Perspective*, Lawrence, Kansas, March 4, 2011.

National Association of Credit Management Training, Kansas City, Missouri, March 9, 2011. Presented: *Commercial Mediation: The Basics*.

University of Missouri, Kansas City, March 30, 2011, *Civil Mediation Training (Coaching)*

ABA Section of Dispute Resolution 13th Annual Spring Conference, Denver, Colorado, April 13-16, 2011.

Presented: *It's all his Fault! Mediating Employment Disputes* (Panel). Panelists: Kathy Perkins, Susan Hammer and Larry Rute.

KCMBA 2011 Employment Law Update, Kansas City, Missouri, May 25, 2011. Presented: *Successful Settlements that Last: How Mediation Best Practices Techniques Can Improve your Settlement Strategy*.

The Inn of Court, Belfast, Northern Ireland, *ADR in Family Law—An American Perspective*, Belfast, Northern Ireland, September 7, 2011.

Associates in Dispute Resolution LLC, Annual Conference, Topeka, Kansas, September 30, 2011. Presented: *Techniques for Successfully Mediating the Multi-Party Case*.

National Association of Credit Management, *Commercial Mediation & Arbitration—The Basics*, Branson, Missouri, October 21, 2011.

Office of Judicial Administration Regional Judge's Training, *The Basics of Judicial Settlement Conferences*, Manhattan, Kansas, November 9, 2011.

Kansas Bar Association Alternative Dispute Resolution Section, Annual Presentation, *Negotiation & Mediation Ethics* with, Lenexa, Kansas, November 18, 2011. Panelists included Kathy Perkins, Art Thompson & Larry Rute

Johnson County Community College, *Proactive Risk Management Through Early Dispute Resolution*, Overland Park, Kansas, November 30, 2011. Panelists included Tamra Wilson-Setser and Larry Rute.

2010 Speaking Engagements & Training Events:

Labor & Employment Relations Association Annual Meeting, Atlanta, Georgia, January 3, 2010. Presented:

The Potential Role of Presidential Executive Orders to Provide Early Access to ADR: The Proposed National Employment Dispute Resolution Act. Panelists: Lamont E. Stallworth, Ph.D., David Bruce Lipsky, Ph.D., Antonia Robinson and Larry Rute

Washburn Law School, Topeka, Kansas, January 8, 2010. Annual Child Advocacy Seminar, Presented: *Alternative Dispute Resolution and Child Advocacy*

Topeka Inns of Court, *Civil Mediation Techniques for the Practicing Lawyer*, Topeka, Kansas, March 6, 2010, Presented: *Mediation Best Practices Confidentiality and Good Faith*.

University of Kansas School of Law, *Mediation & Employment Law Perspective*, Lawrence, Kansas, April 2, 2010, presented: *Mediation in Employment Law Perspective*.

4th Annual Domestic Case Management Training, Washburn University School of Law, August 19, 2010. Presented *Overview of Case Management Statute*.

ASRT Continuing Legal Education, Washburn University, Topeka, Kansas, September 18, 2010. Presented: *Mediation, Dispute Resolution in Health Care*.

Associates in Dispute Resolution LLC, Annual Conference, Topeka, Kansas, October 1, 2010. Presented *Dispute Resolution Ethics: Negotiation and Settlement in Mediation and Arbitration*.

Kansas Bar Association *Agricultural Law Update*, Manhattan, Kansas, October 29, 2010. Presented: *Agricultural Negotiations and Mediation Ethics*.

Kansas Bar Association, *Mediating with Intelligence: Making Wise Decisions as a Mediator*, Topeka, Kansas, November 19, 2010. Presented: *An Overview of Corporate Dispute Resolution Systems*.

Kansas Agricultural Mediation Services Training, Manhattan, Kansas, December 3, 2010. Presented: *Agricultural Negotiations and Mediation Ethics*.

2009 Speaking Engagements & Training Events:

KCMBA Bench Bar & Board Room Conference, Osage Beach Missouri, May 1, 2009. Presented: *Preparing for and Surviving a Reduction in Force with Expert Tips Better than Cryptonite*. Panelists: Victoria Schartz, Charlie J. Harris, Jr., Dennis Egan, Kara Dorssom, and Larry Rute.

Kansas Water Office, Topeka, Kansas, May 7, 2009
Kansas Water Office Dispute Resolution Services: Resolving Water and Natural Resource Disputes for Kansan's. Presented: *Utilization of Arbitration in Public Policy Disputes*

KCMBA Headquarters, Kansas City, Missouri, May 20, 2009. Presented: *When the Attorney-Client Relationship is Tested: Proactive Solutions*, Larry Rute and Patrick Nichols

Lawrence SHRM, Lawrence Country Club, June 9, 2009. Presented: *Developing Effective Internal Dispute Resolution Programs*, Michelle Minor and Larry Rute

KCMBA 23rd Annual Corporate Counsel Institute, Overland Park, Kansas, June 17, 2009. *Preparing for & Surviving a Reduction in Force with Tips from the Experts*. Panelists: James A. Heeter, Charlie J. Harris, Jr., Bert Braud, Kara Dorssom, & Larry Rute

KCMBA Annual Labor & Employment Law Seminar, Kansas City, Missouri, June 18, 2009. Presented: *Effective Trial Strategies & Tips From the Bench...and an Impartial View*. Panelists: Hon. Ann Mesle, Hon. W. Brent Powell and Larry Rute

Associates in Dispute Resolution LLC, Topeka, Kansas, September 25, 2009. *Creativity in Mediation*, Presented: *Co-Mediation as a Valuable Technique* and *Best Practices in Commercial Mediation*.

Kansas Bar Association, Wichita, Kansas, November 20, 2009. *Breaking the Gridlock: ADR for Public Policy and Land Use*. Presented: *Confidentiality and Bad Faith in Mediation*

2008 Speaking Engagements & Training Events:

Heartland Mediation Seminar, Topeka, Kansas, February 28, 2008, *Mediation in The Workplace as a Component of System Design* (Presenter)

American Bar Association Family Law Section, Chicago, Illinois, May 1, 2008, *Effective Family Law Mediation* (Presenter)

American Arbitration Association Annual Seminar, Kansas City, Missouri, May 29, 2008, *Emerging Trends in Arbitrability of Arbitration* (Presenter)
AAA Code of Ethics and Affirmative Duty to Disclose (Presenter), Kansas Association for Justice, Overland Park, Kansas, June 27, 2008, *Arbitration Ethics* (Presenter)

Governor's Conference on Juvenile Justice, Topeka, Kansas, July 22, 2008, *What is "Restorative Justice"* (Co-Presenter)

Kansas Coalition Against Sexual and Domestic Violence, Lawrence, Kansas, October 3, 2008, *Mediation in Cases Where there is Domestic Violence* (Co-Presenter)

Associates in Dispute Resolution, Kansas City, Missouri, October 24, 2008, *Emerging Strategies for Managing Business & Workplace Conflict* (Co-Presenter), *Preparing & Planning for EEOC Mediation* (Co-presenter)

Kansas Bar Association, Topeka, Kansas, November 21, 2008, *In the Trenches: Best Practices in Commercial & Domestic Mediation* (Presenter)

2007 Speaking Engagements & Training Events:

- Kansas Supreme Court, Topeka, Kansas, April 12, 2007, *Settlement Conference Training for Judges* (Presenter)
- Heartland Mediators, Overland Park, Kansas, April 20, 2007, *Using the Power of Emotion Behavior in Mediation* (Presenter)
- American Bar Association, ABA Section of Dispute Resolution Spring Conference, Washington, D.C., April 25-28, 2007. *Riding the Tiger, Using the Power of Emotion Behavior in Mediation* (Presenter).
Techniques in Overcoming Psychological Barriers to Resolution (Presenter)
- American Arbitration Association Regional Training, Kansas City, Missouri, June 5, 2007, *What Clients Need to Know About Construction Arbitration* (Presenter)
- Kansas Bar Association Annual Meeting, Wichita, Kansas, June 8, 2007, *Alternative Dispute Resolution—What the Trial Practitioner Needs to Know About Mediation Ethics* (Presenter)
- Kansas Trial Lawyers Association, Overland Park, Kansas, June 29, 2007, *Negotiation, Mediation & Arbitration Ethics 101* (Presenter)
- Equal Opportunity Commission, Kansas City, Missouri, August 22, 2007, *Technical Assistance Program Seminar* (Co-Presenter)
- Washburn University School of Law, Topeka, Kansas, September 10, 2007, *Techniques in Interviewing Emotionally Abused Children* (Presenter)
- Kansas City Metropolitan Bar Association, Kansas City, Missouri, September 27, 2007, *Mediation Ethics & Practice Dilemmas* (Co-Presenter)
- Associates in Dispute Resolution, LLC, Topeka, Kansas, September 28, 2007, *Innovation and Best Practices in Mediation* (Presenter)
- Blackwell Sanders, LLP, Kansas City, Missouri, October 9, 2007, *2007 Labor & Employment Law Symposium* (Co-Presenter)
- International Academy of Mediators, Portland, Oregon, October 19, 2007, *Dealing with Personality Disorders & Dysfunctional Emotions in Mediation: Who Are These People and Why Won't They Behave?* (Co-Presenter)
- Kansas Bar Association, ADR Buffet, Wichita, Kansas, November 16, 2007, (Co-Presenter)

2006 Speaking Engagements & Training Events:

- American Bar Association, ABA Section of Dispute Resolution, Atlanta, Georgia, April 7, 2006, *Mediating With the Insurance Industry: Techniques for Successful Negotiation*. (Presenter)
- Harvard University, Cambridge, Massachusetts, April 29, 2006, *Dialogue at Harvard: Master Thinkers Meet Master Practitioners* (Small Group Discussion Leader)
- Washburn University School of Law, Topeka, Kansas, February 20, 2006, *Issues in Domestic Violence for the Litigator* (Presenter)
- Kansas Bar Association Annual Meeting, Overland Park, Kansas, June 10, 2006, *Successful Mediation Advocacy: How to Get Results for your Client in Mediation*. (Presenter)
- Kansas Legal Services, Manhattan, Kansas, June 9, 2006, *Successful Mediation Advocacy: Mediation Preparation*. (Presenter)
- Washburn University School of Law, Topeka, Kansas, June 17, 2006, *Professional Issues Facing Case Management and Case Managers in High-Conflict Situations*. (Presenter)
- Kansas Trial Lawyers Association, Topeka, Kansas, June 30, 2006, *When Your Case Goes to Mediation*. (Presenter)
- Associates in Dispute Resolution, Topeka, Kansas, November 3, 2006, *All Mediations are Alike—Aren't They?* (Presenter)

2005 Speaking Engagements & Training Events:

- Missouri Bar Association, Columbia, Missouri, October, 2004, *Being an Effective Participant in the Mediation: The Employer, Employee And Mediator Perspectives* (Presenter)
- Heartland Mediation Association, Topeka, Kansas, February 25, 2005, *Mediation of Public Policy Disputes* (Presenter)
- Kansas Association of Council for Children, Topeka, Kansas, March 4, 2005, *Dependency Mediation* (Presenter)
- Kansas Trial Lawyers Association, Lawrence, Kansas, May 13, 2005, *Mediation Case Management of High-Conflict Cases* (Presenter)
- American Bar Association Family Law Section, San Diego, California, September 28-October 1, 2005.

De-thorning the Roses: Successful Mediation in High Conflict Divorce (Presenter)

Kansas Bar Association, Topeka, Kansas, December 2, 2005, *Mediation of Civil Disputes: Beyond the Basics* (Facilitator/Presenter)

2004 Speaking Engagements & Training Events:

Wichita Bar Association, Wichita, Kansas, January, 2004, *Collaborative Law*

Kansas Bar Association, Topeka, Kansas, April, 2004, *Child Support Issues Panel* (Presenter)

Kansas Bar Association, Kansas City, Missouri, May 2004, *Alternative Dispute Resolution in Federal Litigation: A Mediator's Perspective*

On What is Effective and What is Not (Presenter), EEOC Technical Assistance Program Seminar (Presenter), September, 2004

Office of Judicial Administration, Topeka, Kansas, September, 2004, *Mediation for the HR Professional* (Presenter)

2003 Speaking Engagements & Training Events:

University of Kansas School of Law, February 6, 2003. *Employment Mediation* – (Presenter)

Washburn University School of Law, February 18, 2003, *Family Law Mediation* – (Presenter)

Kansas Paralegal Association (Washburn University), February 21, 2003, *Domestic Mediation & Case Management* - (Presenter)

Washburn University School of Law, March 4, 2003, *Mediation of Children's Issues* – (Presenter)

Kansas Trial Lawyers Association (Overland Park), March 7, 2003, *Collaborative Law & Case Management* – (Presenter)

Rockhurst University, Kansas City, Missouri, April 1, 2003, “Alternative Dispute Resolution of the Work Place” (Presenter)

2003 Ellis County Bar Association Seminar, Hays, Kansas, May 2, 2003, “Collaborative Law & Case Management” (Presenter)

Washington University School of Law, St. Louis, Missouri, May 8, 2003, “Proposed Kansas Child Support Guidelines” (Facilitator) *Mediation of Employment Disputes; Beyond the Basics* (Presenter)

Women Attorney's Association, Lindsborg, Kansas, July 18, 2003, *Mediation of Federal Court Employment Discrimination Matters* (Presenter)

University of Kansas School of Law, Lawrence, Kansas, September 11, 2003, *Mediation of Employment Disputes in Federal Court* (Presenter)

SHRM, Topeka, Kansas, September 12, 2003. *When Should the Witch Doctor Step In: Mediation & Arbitration in the Work Place* (Presenter)

Washburn University School of Law, Topeka, Kansas, September 12, 2003. *Breaking Impasse: Strategies for Working With High Conflict Personalities In Mediation* (Presenter)

Associates in Dispute Resolution LLC, Topeka, Kansas, September 26, 2003, *Advanced Mediation Training: Techniques for Resolution* (Presenter)

Missouri Bar Association, Columbia, Missouri, October 2, 2003, *Arbitrating Business Disputes* (Presenter)

Kansas Bar Association, Topeka, Kansas, October 3, 2003, Kansas 2003 Domestic ADR Conference (Presenter)

Associates in Dispute Resolution, Topeka, Kansas, October 24, 2003, *Advanced Civil Mediation Training* (Presenter)