



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

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).

### **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)  
*"Proposed Kansas Child Support Guidelines"* (Facilitator))  
 Washington University School of Law, St. Louis, Missouri, May 8, 2003  
*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)

#### **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)

#### **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. *Dethorning 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)

#### **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)

## **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)

## **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)

Governors 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)

## **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 23<sup>rd</sup> 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*

## **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*