

2009 USIECR Course Catalog

Overview

Looking for more effective approaches to tough environmental issues?

How do people engage and negotiate collaboratively when they have very different interests, perspectives, and values? Training offered by the U.S. Institute for Environmental Conflict Resolution (U.S. Institute) helps people learn how to transform conflict into opportunities for creative problem solving.

Based on a decade of experience helping people solve challenging environmental conflicts, the U.S. Institute provides training to improve environmental decision making. The training focus is on increasing people’s ability to prevent, manage, and resolve environmental conflicts.

Through a discussion approach to training with a minimum of formal lecture learners participate in highly interactive role plays to practice new skills in situations that simulate real-life environmental conflicts. Browse this catalog to learn more about training offered by the U.S. Institute.

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Overview, Continued

Who should attend?

The Institute's trainings are recommended for those involved in environmental, public lands and natural resource decision-making including:

- Governmental agencies (federal, state, tribal and local)
 - Non-governmental organizations and community-based groups affected by governmental actions
 - Businesses and industries regulated by agency decision-making
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What can you expect from this experience?

Many of our scheduled courses are open and available to interested individuals and organizations at our headquarters in Tucson, AZ and locations in Washington, DC. The U.S. Institute's problem-based instructional designs incorporate highly interactive role plays and reflect best practices in adult learning theory. Whether needs center around a single issue or an expanded skill set, our courses deliver expert, practical hands-on training.

On-Site, On-Demand and Scheduled Trainings

Many of our courses can be customized and delivered at your site. We combine core training topics with scenarios built around real ECR cases to create trainings customized to fit your needs. These core training topics organized into the four categories below include:

<p>Conflict Management</p> <ul style="list-style-type: none"> ■ Interest-based negotiation (IBN) ■ Multi-party negotiation ■ Dynamics assessment of individuals and groups ■ Conflict prevention and resolution tools ■ Communication skills for negotiators 	<p>Collaborative Problem Solving</p> <ul style="list-style-type: none"> ■ Strategic thinking & problem solving for negotiators ■ Managing public participation ■ Collaborative data gathering /analysis ■ Collaboration/relationship building ■ Collaboration in NEPA ■ Public policy & decision-making
<p>Government-to-Government</p> <ul style="list-style-type: none"> ■ Consultation ■ Cultural awareness ■ Designing inter-cultural collaborative processes ■ Understanding tribal sovereignty 	<p>Relationship Building & Leadership</p> <ul style="list-style-type: none"> ■ Interpersonal skills ■ Group dynamics in ECR ■ Team building & collaboration ■ Relationship building, networking & alliance building ■ Facilitation & facilitative leadership ■ Interagency/intra-agency cultures & institutional dynamics

To schedule and/or register for training

Contact Diana Wilkinson, Training Coordinator, at wilkinson@ecr.gov 520-901-8578 to register for open enrollment sessions or to inquire about scheduling on-site training for your group.

Introduction to Managing Environmental Conflict

Why take this training? Managing Environmental Conflict requires a broad range of skills and abilities including: project management, convening and facilitating meetings, communicating effectively to build and maintain working relationships, and managing complex negotiations from an interest-based perspective to satisfy the diverse interests of all parties. This training exposes those new to Environment Conflict Resolution to the broad range of issues that must be addressed to manage conflicts.

Who should attend? Those new to Environmental Conflict Resolution in government, Tribes, NGO's, business, communities and other stakeholders.

Instructor(s) Joan Calcagno, Esq, Senior Program Manager

What will you learn? This introductory workshop will help you:

- Learn effective conflict management beginning with Interest-Based Negotiation (IBN)
- Develop an awareness of the many facets of Environmental Conflict Resolution
- Develop a protocol to systematically approach the administrative aspects of managing environmental conflicts
- Develop communications survival skills to help foster long term relationships, and negotiate better ways to manage and resolve disputes
- Develop an appreciation of the increased complexity of problems, group dynamics, and creative options association with Multi-Party Negotiation.

Course Length 2 days

Level Fundamentals – no prerequisites required

Price \$995

Scheduled offerings Jan 13-14, 2009 in Tucson, AZ
March 10-11, 2009 in Washington, DC
May 12-13, 2009 in Atlanta, GA

Interest-Based Negotiation of Environmental Issues

Why take this training?

People often enter negotiations armed with emotionally-charged positions defining what they want. This posturing of parties creates an adversarial relationship that is hard to move past. Interest-based negotiation teaches the skills needed to identify underlying interests, and to develop a protocol that enables all parties to get their needs met simultaneously.

Interest-based negotiation provides the foundation for all training at the U.S. Institute. This highly interactive workshop helps new and experienced resource managers engaged in environmental decision-making become more effective in environmental conflict negotiation, prevention and management. Lessons learned in this training also transfer to many facets of life.

Instructor(s)

Jeff Silvyn, Esq, General Counsel

What will you learn?

This highly interactive workshop will help you apply the basics of Interest-Based Negotiation:

- Increase self-awareness of strengths and areas for improvement in communication, relationship-building, and negotiation
 - Learn preparation techniques that help identify the psychological, procedural, and substantive issues inherent in negotiations
 - Improve communication survival skills to build enduring working relationships
 - Identify your “Best Alternative to a Negotiated Agreement” and your “Worst Alternative to a Negotiated Agreement”
 - Make reasoned judgments about when it is in your best interest to negotiate, and when it is not
 - Build a practical set of skills and tools to work more effectively in interagency settings with governmental and non-governmental stakeholders
 - More effectively prevent, manage and negotiate agreements to resolve environmental conflict in ways that satisfy the most needs and maximize the chances of sustainable solutions
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Interest-Based Negotiation of Environmental Issues,

Continued

Who should attend?	Those in government, Tribes, NGO's, business, communities and other stakeholders who need to develop or refresh their foundation skills to become more effective interest-based negotiators of environmental disputes. (This course does not address contract or employment negotiation.)
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Course Length	2 days
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Level	Fundamentals – no prerequisite required
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Price	\$995
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Scheduled offerings	April 22-23, 2009
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Collaborative Competencies

Why take this training?

To work more effectively and efficiently, federal agencies and others recognize the need to develop collaboration competencies at all levels. This training facilitates staff in acquiring advanced skills in collaboration; multi-party negotiation; conflict prevention, management and resolution; meeting facilitation; and alternative dispute resolution.

Who should attend?

Those in government, Tribes, NGO's, business, communities and other stakeholders who need to develop or refresh their foundation skills to become more effective collaborators.

Instructor(s)

Cherie Shanteau-Wheeler, Esq, Senior Program Manager
Joan Calcagno, Esq, Senior Program Manager
Jeff Silvyn, Esq, Senior Program Manager

What will you learn?

- This workshop will help participants:
- Recognize dimensions of collaborative competencies in environmental conflict
 - Foster productive working relationships
 - Analyze diverse viewpoints
 - Develop comfort in communicating effectively with people at all levels
 - Use team building to achieve collaborative solutions
 - Discover the synergy between knowledge management and social dynamics that lead toward problem-solving and innovation
 - Know when and how to use conflict management strategies, negotiation, and mediation tools to achieve results
 - Use stakeholder input for more sustainable results
 - Engage in effective environmental dispute resolution
 - Think creatively and strategically to innovate solutions
 - Organize collaborations using the planning practices of project management
 - Engage in effective Environmental Dispute Resolution (ECR) by analyzing what processes to use:
 - What ECR options best fit need
 - When and how to use ECR
 - Manage conflict in a positive and constructive manner
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Collaborative Competencies, Continued

Pre-requisites	none
Course Length	3 days
Format	Interactive, elicitive, case-based training facilitated by an instructor
Level	Fundamentals
Price	\$1495
Scheduled offerings	February 24-22, 2009 in Washington, DC

Facilitative Leadership in ECR

Why take this training?

Critical leadership positions require even more advanced collaboration and facilitation skills to create enduring environmental solutions. This training develops complex skills and strategies needed by skillful environmental leaders.

Who should attend?

Those in government, Tribes, NGO's, business, communities and other stakeholders who need to develop leadership skills to better facilitate collaborative efforts.

Instructor(s)

Senior Program Managers and Executive Leadership of the U.S. Institute of Environmental Conflict Resolution

What will you learn?

This workshop will help you:

- Analyze complex problems and situations
 - Plan by organizing steps, people and information
 - Understand and follow the meaning of discussions
 - Read others, understand their needs, concerns, attitudes and fears
 - Appreciate different parties' needs, opinions, and agendas
 - Speak and listen effectively
 - Adapt language, technique and style to parties' needs
 - Adapt to changes in situation
 - Evolve project plans as group dynamic evolves
 - Invent new processes or alternatives in real time to fit needs
 - Know when to and when not to intervene in a process, when to transition to another issue, and when to bring a process to closure
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Pre-requisites

Collaboration Competencies

Course Length

2 days

Level

Advanced

Price

\$995

Advanced Multi-Party Negotiation of Environmental Disputes

Why take this training?

Effective multi-party negotiation & conflict management require the ability to enter into, build, and foster collaborative relationships among people involved in a dispute; a process that takes time to cultivate and maintain. Building relationships is essential to building trust. Trust is essential to successful group efforts and underlies effective joint implementation of agreements.

People need confidence and skill to negotiate in the complex context of multiple parties with diverse needs and interests. By developing a practical set of skills and tools, negotiators will work more effectively in interagency settings, with stakeholders and the public at large. Environmental, public lands and natural resources issues involve multiple interests and parties, as well as complex issues. This highly interactive workshop helps new and experienced resource managers engaged in environmental decision-making become more effective in environmental conflict negotiation, prevention and management. Lessons learned in this training also transfer to many facets of life.

Instructor(s)

Cherie Shanteau-Wheeler, Esq, Senior Program Manager

What will you learn?

This highly interactive workshop will help you apply the basics of Interest-Based Negotiation to more complex multi-party negotiation:

- Increase self-awareness of strengths and areas for improvement in communication, relationship-building, and multi-party negotiation
 - Distinguish between two-party and the complexities of multi-party interest-based negotiation
 - Unpack complex psychological, procedural, and substantive issues inherent in multi-party negotiations
 - Improve communication survival skills to build enduring working relationships
 - Understand phenomena associated with individuals' varying perception of conflict, conflict styles, and group dynamics
 - Build a practical set of skills and tools to work more effectively in complex interagency settings with a variety of governmental and non-governmental stakeholders
 - More effectively prevent, manage and negotiate agreements to resolve environmental conflict in ways that satisfy the most needs and maximize the chances of sustainable solutions
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Advanced Multi-Party Negotiation of Environmental Disputes, Continued

Who should attend? Those in government, Tribes, NGO's, business, communities and other stakeholders who need to develop or refresh their foundation skills to become more effective interest-based negotiators of environmental disputes. (This course does not address contract or employment negotiation.)

Pre-requisites Interest-Based Negotiation training (preferred, but not required)
Pre-course assignment (required)

Course Length 2.5 days

Format Interactive, elicitive, case-based training facilitated by an instructor

Level Advanced

Price \$1245

Scheduled offerings February 10-12, 2009 in Washington, DC
April 7-9, 2009 in Portland, OR

Laying Groundwork for Effective Government-to-Government Consultation

Why take this training?

Essential to government-to-government (G-to-G) consultation between Federal agencies and Federally recognized tribes is a grounding in the rights and responsibilities of sovereigns, as well as the acceptable trust-based protocol for interaction. Executive Memoranda and Executive Orders shape the general parameters of G-to-G consultation directing federal agencies to consult with federally recognized tribal governments on matters that significantly or uniquely affect them, and establish an accountable process to ensure meaningful and timely input by tribal officials. The consultation dialog occurs against a historical backdrop of federal Indian policies that alternatively revoked and later restored Tribal rights as well as the long-standing trust relationship between the United States and Indian people. This workshop will help you:

- Build relationships and trust to transform group dynamics in G-to-G consultation
 - Hone your interpersonal skills and apply collaborative tools to improve team building, networking and alliance building skills
 - Explore cultural and institutional dynamics within governments and the influence of past and present federal policies on trust and communication.
 - Developing facilitative leadership skills that focus on relationship building
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Who should attend?

Those in government, Tribes, NGO's, business, communities and other stakeholders who need to develop or refresh their foundation skills to become more effective in G-to-G consultation.

Instructor(s)

Intercultural team including:
Sarah Palmer, MPA, MS, Senior Program Manager
Cherie Shanteau-Wheeler, Esq, Senior Program Manager

What will you learn?

On completion of this training, you will be able to recognize the significance of:

- Key concepts in the context of government-to-government consultation
 - How each sovereign in a G-to-G communication handles information in terms of: valuing, presenting, analyzing, conveying interests, and diplomacy
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Laying Groundwork for Effective Government-to-Government Consultation, Continued

What will you learn, continued

- The similarities and differences in: decision-making, assignment of roles and responsibilities, and information sharing in and among federal agencies and tribal governments.
- Different communications styles and their significance in G-to-G consultation
- A respectful way to learn the preferences of individual tribal governments before engaging in G-to-G communications.
- A broader understanding of the meaning of cultural and sacred sites in the physical landscape.
- Greater appreciation of historic events and federal Indian policies that shape Tribal and Federal government-to-government interactions and relationships.

By participating in a scenario-based role-play, you will also demonstrate skills of observation, self-awareness, building respect, credibility and trust by analyzing impacts and using visualization tools to identify and communicate alternative solutions.

Pre-requisites

None

Length

3 days

Format

Interactive, elicitive, case-based training facilitated by an instructor

Level

Fundamentals

Price

\$1495

Scheduled offerings

(on request)
