From: Paul Conway [mailto:paul@adralberta.com]
Sent: February-01-17 3:15 PM
To: Truus Souman <membership@adralberta.com>
Subject: FW: Board Discussion on White Paper Plan

Please post for next week's videoconference call (email + 2 attachments)

Paul Conway | ***Executive Director***

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From: Wendy Hassen [mailto:wendy@wendyhassen.ca]
Sent: January-22-17 12:05 PM
To: Paul Conway (paul@adralberta.com); Alasdair G MACKINNON (alasdairmackinnon7@gmail.com)
Cc: 'Marshall, Barrie'; Dolores Herman (dherman2010@gmail.com); Joanne Munro (joannepmunro@gmail.com)
Subject: Board Discussion on White Paper Plan

Hi Alasdair and Paul

(Alasdair- hope you are feeling better) Thanks for all your hard work putting this report for the Board together – greatly appreciated!

Given the Board deferred yesterday's discussion of the White Paper Plan to a teleconference- I thought I would share some of my thoughts with you about what my hope for the target of the discussion in case it is helpful .. .

As noted at the Jan 21st Board meeting – I was\am hoping to better understand what some of these proposed initiatives mean and have a fulsome discussion – I am so excited that the Paper has served to be a catalyst for change already – and I think the magnitude of the paper needs this time from the Board. (I am copying in Barrie and Dolores as they will be chairing the meeting)

Here are the questions I was\am hoping to explore :

- What in the plan reflects what we are doing now (no change- just confirms our direction)

- What are directions\initiatives that are “new” – that you want\need Board support for? To actually “do” something about and report success on?
- Based on this, what does the Board see the PRIORITIES for 2017 \2018\beyond – In other words, given available ADRIA resources, Do you think everything you have outlined can be started or completed in the year identified?

  Just to mention, the Task Force cover letter (attached) included the following:

  The Task Force is not suggesting that all these recommendations be implemented immediately, rather that they are received as a long term strategy and recommends the board prioritize them as part of their review. We suggest starting by promoting awareness of mediation to the public, businesses, government and the legal community, and as part of this, we also recommend ADRIA and ADRIC start work as soon as possible to develop clarity around the profession – using common language to describe mediation, the types of mediation, and so on.

  My thinking has always been that if we have limited resources (our reality) we need to allocate them strategically – if we have too much to accomplish, it gets watered down and we risk accomplishing nothing.

  For example, this is the important question for me for pursuing regulation – what resources are needed to actually “do” that (Perhaps undertake a feasibility analysis which would require forming a committee of volunteers?, staff time needed to work on it, doing research, membership consultation, legal advice etc.) Would other initiatives on the list have to wait if that becomes our priority? If yes – lets be clear and intentional about that.

  Bottom line for me is that if we say we are going to “do” something about an issue – then we (Board and\or staff) need to commit to create a realistic plan and be prepared to allocate resources to it. If we don’t intend to “do” something meaningful (just lip service\put it on a list) then we can’t say that issue is a priority for the next 12-18 months.
- Given the above – a final check - What changes (if any) to the strategic plan might this represent? Are we still aligned?
- LAST – Member Communications - A concern I have had - How do we ensure that we send that message that the needs of other ADR practitioners in our membership are important too– not have them feel left behind or left out because of this focus

Paul, many of these initiatives seem to get into operational levels so may impact the operational plans of the organization – not my intention to get into that (mess in your cornflakes!)

I think we will need to communicate to our members if the Board agrees (generally) with all the recommendations and if so, what the key priority areas are that we will work on in the next 12-18 months (level of detail to be discussed\appropriate of course).

I attached my own rough notes I made to myself in prep for the conversation (track changes) in case they are helpful. And I hope this assists in planning the teleconference – and of course just reflects my perspective – you and others may have a different view. Feel welcome to call to discuss if you like.

All the best!

Wendy

Joanne – wanted to share this with you as my esteemed Task Force Co-Chair!

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Kites rise highest against the wind - not with it.
Winston Churchill

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