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Welcome to LEADR, a vibrant community of ADR practitioners. Formed in 1988, LEADR is a not-for-profit organisation with more than 2600 members in Australia, New Zealand and the Asia Pacific region.

**Things to know about LEADR**

- LEADR is owned by its members
- LEADR members govern LEADR - the Board of Directors are members elected every two years by the LEADR membership
- LEADR members set the strategic direction of LEADR - the elected Board of Directors regularly engages in strategic planning processes
- LEADR members have a voice on LEADR's future directions and on ADR issues - we regularly seek input and feedback from members
- LEADR reinvests any financial surplus to secure its future, to deliver services to members and to promote ADR in the community
- LEADR keeps members informed through monthly editions of our e-newsletter, *Update*, through regular news and issue specific communications and through the extensive range of relevant resources on the website
- LEADR delivers opportunities to connect with colleagues and engage in CPD through local Chapter events, training programs and our biennial conference ‘kon gres’
- LEADR provides quality accreditation services including national, LEADR and Advanced accreditation. LEADR is the only qualifying assessment program for international accreditation with the International Mediation Institute (IMI) in Australasia
- LEADR practitioner and advanced members have access to a very competitive Professional Indemnity and Public Liability Insurance package and the LEADR complaints handling service. LEADR handles complaints sensitively, respectfully and carefully

**LEADR vision**

To be recognised and respected as a leading membership organisation promoting quality in the delivery of ADR

**LEADR mission**

To promote the use of ADR, to provide member services in a vibrant ADR environment and to advance and to support best practice in ADR

**LEADR’s objects**

To promote:
- The acceptance and use of ADR;
- The provision of education, training and research in ADR;
- The development and maintenance of high standards of practice in ADR;
- The active role of LEADR Members in the practice of ADR; and
- The use of ADR to prevent, manage and resolve conflict and disputes.
Across Australasia

Members
- 2645 as at 30 June 2013
- 1135 mediators LEADR Accredited and Advanced
- 885 mediators accredited under the NMAS

Training and assessment
- 21 x 5 day public mediation courses
- 32 other public courses
- 12 in-house training courses
- 289 video assessments

Professional development & networking events
- 24 networking functions each attracting between 15 and 50 attendees

New website since June 2013
- 186,768 page views
- 32,273 visitors
- 16,243 unique visitors

'kon gres 2013
- 495 participants
- 133 sessions
- More than 100 powerpoints, papers or podcasts

Inaugural practitioner awards
- 16 Awardees
- 13 additional nominations
Case law reviews in Update
Clayton Utz Litigation and Dispute Resolution team in particular
Julia Virgo, Tania Scott and Karen Ingram

LEADR training
For discounted terms
Mantra on Little Bourke in Melbourne
Rendezvous Grand Hotel in Melbourne
Goodearth Hotel in Perth
Rendezvous Studio Hotel in Brisbane
Master Builders Association of ACT in Canberra
Mercure Hotel in Hobart
Mercure Grosvenor Hotel in Adelaide

Video Assessments
At no charge
Kelly & Co Lawyers in Adelaide
Community Justice Centre in Darwin
Halsmith Consulting in Perth

Chapters
Newcastle
Family Relationship Centre
Customs House
University House
Community Justice Centre

Queensland
Clayton Utz
Livingstones: Employment relationship advisors

Western Australia
Jackson McDonald

South Australia
Belperio Clark

Tasmania
Commonwealth Law Courts
Mercure Hotel, Hobart

Victoria
Graduate House
Institute of Chartered Accountants
St. Michael’s Collins Street

kon gres 2013
Belperio Clark
Jackson McDonald in Perth
Thomsons Reuters
Wileys

The Board is grateful for generous corporate support.

In particular, we thank Clayton Utz for preparing the case law reviews for each monthly edition of Update.

The Board is also grateful to those sponsors that make available venues at little or no charge for LEADR Chapter events.
In the history of LEADR, 2013 will be among the years of historic significance. Since that most entrepreneurial of years of 1988 when LEADR was formed, most years have had their mix entrepreneurial and maintenance projects. 2013 has been characterised by the culmination of four entrepreneurial projects. All are already contributing to improving the quality of services to members and promoting ADR to communities, business and governments of the region: from the Pacific Ocean to the Indian Ocean and from the Southern Ocean to the Seas in the north.

The four endeavours of 2013 are the integration of LEADR New Zealand with LEADR; the highly innovative ‘kon gres; the development and implementation of the articulated LEADR database and website; and the extension of the LEADR practitioner Awards across Australasia.

LEADR and LEADR New Zealand have integrated to form a truly Australasian organisation which has brought the people of LEADR even closer together operationally, strategically and professionally. Until 2013, for nearly two decades the relationship between LEADR and LEADR NZ had benefited from the synergies of organisations which have like-minded Objects and aims and from having two Directors from New Zealand on the LEADR Board. Particularly during the last decade, relationships have become increasingly interconnected, friendly and cooperative. Integration occurred on 4 November 2013 with the winding up of LEADR New Zealand. The LEADR Board is looking forward with optimism to LEADR continuing to provide responsible governance and innovative direction and support throughout the region. The Board is confident that efficient administrative services will meet both the collective and the unique regional needs of LEADR members.

The second of the major projects, ‘kon gres 2013, is one example among many of the collegial relationship among LEADR members across Australasia. During a fortnight in September, over 450 members and friends participated in ‘kon gres. I was fortunate to join the ‘kon gres caravan’ in its first days in Wellington, midway in Melbourne and in its final days, in Perth. In each there was a distinct atmosphere of Australasian ‘kon gres blended with a distinct ‘sense of place’.

Further into this Report you will read of the third major projects of 2013: the database driven website, operational now for Australian members and for NZ members in 2014.

LEADR is its people. A person whose long term dedication to the values and practice of ADR is Sir Laurence Street, who has been the Patron of LEADR since its early days. In every sense of the word, as a practitioner, a volunteer, a mentor, a leader, Sir Laurence has epitomised patronage of LEADR and of all that is ADR.
the gratitude of the Board, the members and friends of LEADR from 1988 to 2013 that the current Board has inaugurated the LEADR Board Award for Outstanding Leadership in ADR to be presented to Sir Laurence on 25 November, 2013.

The Mediator of the Year in New Zealand is LEADR member Warren Sowerby. At the 2013 Law Awards the Chair of the New Zealand Committee, Mark Beech and the General Manager, Catherine Cooper, presented this Award.

The fourth of the major projects was the expansion and development of the 2013 LEADR Practitioner Awards. Having been initiated in New Zealand, introducing them across Australia was an exciting and ambitious task that resulted in 29 nominees and 7 selection committees to choose the Awardees. Awards presented during the closing ceremonies of ‘kon gres fittingly symbolised LEADR’s commitment to the development of excellence in ADR.

This commitment was also once again demonstrated when the Board had the pleasure of selecting among many members who quietly and consistently foster excellence in ADR to present the 2013 LEADR Michael Klug Award to Micheline Dewdney.

Micheline's substantial contribution to professionalism in practice is described in this Report.

Another person who was moved by the possibilities of ADR, is the late Mr Lawrence William Morgan, known as Larry Morgan. The Board is grateful to Mr Morgan and to his extended family for the bequest Mr Morgan has made to LEADR to further its Objects.

Moving from patronage to a person in the-street to a person known worldwide for his mediation principles, process and practice. The Board is honoured that Professor Laurence Boulle has agreed to be LEADR Fellow 2014-2015. The Board thanks Mr Tom Howe QC for his stimulating presentations during 2012 and 2013 on the significance of ADR to accomplishing just outcomes for participants and society.

Each accomplishment of LEADR is an accomplishment of its people. The nature of LEADR and the values of LEADR members mean that there are many people to thank. Please read this Report as a vote of thanks to each person mentioned and each referred to.

Each year since 2007, in the LEADR Report, on behalf of the Board, I have thanked LEADR CEO, Fiona Hollier for her sustained enthusiasm, stamina and optimism. In 2013, Fiona has continued to marshal these qualities and more in her skilled project design and her astute management of the inevitable unexpected events as they have arisen in the four major projects and in numerous others. The Board congratulates you Fiona and each member of your fine team in Sydney and Wellington for your and their dedication to LEADR and to the cause of ADR generally.

To each of the Directors of the LEADR Board of 2012-2013, it has been an honour and pleasure to work with you, thank you.
From our beginnings in 1988, LEADR has embraced innovation and challenge while respecting tradition. The original acronym, *Lawyers Engaged in ADR*, signalled a ground breaking departure from the past. When LEADR expanded to include members from backgrounds other than law, the replacement acronym, *Leading Edge ADR*, affirmed a commitment to advancement and invention. Now the name, LEADR, no longer an acronym, invokes leadership and calls the LEADR community to continue a commitment to new ways of thinking and doing that advance ADR.

2012 and 2013 gave the community the opportunity to demonstrate this commitment which it did with enthusiasm. The Board, members and staff responded positively to the four major endeavours highlighted in the Chair’s message and detailed in later pages.

Both Australian and New Zealand members showed a willingness from the start of discussions to consider working more closely together. In appropriate ways they asked questions and expressed views that enabled the Integration Working Group to develop a suitable way forward.

Introducing the database and website required members and staff to learn new ways of renewing membership and registering for events and tracking CPD. All have shown an enormous amount of patience and good humour as glitches have been sorted and refinements made. This very significant IT project was delivered within a month of its initial delivery date and for less than the allocation in the LEADR budget. The immediate benefit was the collection of membership fees in the first month of the new financial year which were more than double that in the same period in the previous year. We are excited about the future possibilities that this platform offers.

‘kon gres 2013’ engaged more than 450 attendees, and an additional 45 participants in the accompanying workshops or individual sessions, compared with the 230 who attended ‘kon gres’ previously in Melbourne and Brisbane. The decision to take ‘kon gres’ on tour at a fee that was as affordable as possible was bold; LEADR’s financial health is such that the Board decided that we could invest some of our surplus to take this CPD event to more of our members. The response was so strong that ‘kon gres’ itself yielded a small and welcome surplus.

Providing recognition and encouraging practitioners to engage in improving their practice are the purposes for which the Practitioner Awards were established across Australasia. That there were 29 nominees indicates that this initiative was
welcomed by members. Our thanks to the state based Committees for their role in selecting Awardees.

AS CEO, I take great pleasure and enjoy enormous professional satisfaction working for LEADR as an organisation that is forward-looking and open to possibilities.

I also take great pleasure and enjoy enormous professional satisfaction from working with the people who comprise the LEADR community. I value the friendship and support of members: my professional colleagues who share their ideas, who initiate activities and who respond warmly to LEADR projects.

I am grateful that LEADR attracts staff members who work with diligence and professionalism to deliver services to members and the community. Each and every staff member brings skills and qualities that contribute to the teamwork that enables LEADR to provide a wide range of services in a very cost efficient way.

I feel privileged to work with such conscientious Board members, who know and enact their governance role with care and integrity. I thank the Board for its support and active contribution to LEADR. In particular, I extend my thanks to the Board executive: the Chair, the Deputy Chair and the Treasurer, for the time and effort they take to provide wise counsel and practical assistance. Of special note, is the enormous contribution that the Chair, Margaret Halsmith makes to LEADR. Margaret is ever willing to listen, to share her insights, to take the initiative and to undertake tasks of the Chair with thoroughness and flair. Margaret also challenges me, provides me with opportunities to reflect and gives me the support that aids me in delivering services for LEADR and its members.

Thank you to the Board, the staff and LEADR members. I look forward to sharing 2014 with you.
LEADR recorded another strong result in 2012-13 with an operating surplus of $112,572. LEADR’s total revenue in 2012-13 was $1.765 million. The principal driver of this strong revenue continues to be the demand for training courses. The direct costs incurred in providing the various training programs across Australasia were lower in both absolute and relative terms in 2012-13 compared to the previous year, so the profit margin on training increased.

Membership revenue to 30 June 2013 decreased 5% on the previous year. However, revenue from memberships renewed in the first three months of 2013-14 are more than double at the same point in time in 2012-13, thanks to our new database and the automated system for membership renewals. Revenue from room hire was consistent with that in 2011-12.

Interest from the investment of member funds was lower this year than in the previous year, reflecting lower interest rates throughout 2012-13. As noted in last year’s report, LEADR uses bank guaranteed Term Deposits for investing surplus cash.

Once again, the CEO and her team have done a tremendous job in monitoring the operating costs of LEADR. Apart from expected increases in advertising and employee benefits there has been no discernible increase in operating costs over the 12 months to 30 June 2013. All operating costs are subject to budgetary constraints and the Board will continue to work with the CEO and her team in monitoring and moderating these expenditures.

As noted in my previous reports, the Board in conjunction with the CEO is working on a number of initiatives to improve services to members. The ‘special projects’ agreed upon by the Board are subject to budgetary controls to ensure the ‘special projects’ are delivered in a financially responsible manner.

Audit for 2012-13
The auditor, RP Campbell Associates Pty Limited, has completed its audit of the financial statements for the year ended 30 June 2013 and has issued an unqualified audit opinion.

Budget for 2013-14
At the time of writing, the budget for the year ending 30 June 2014 was still being developed and all indicators suggest the Board should be in a position to deliver another surplus in 2013-14. As always, the Board will continue to adopt a prudent approach to the financial management of LEADR.

Lastly, I wish to record my thanks and appreciation for the extraordinary efforts of the LEADR CEO and her team. It is always a pleasure working with a team that is willing to provide support and assistance with grace, efficiency and in a very professional and courteous manner.

Treasurer
David Watt
Financial and management responsibility

Financial performance for 2012-13 compared with past years

<table>
<thead>
<tr>
<th></th>
<th>2008-09</th>
<th>2009-10</th>
<th>2010-11</th>
<th>2011-12</th>
<th>2012-13</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net assets</strong></td>
<td>$301,547</td>
<td>$531,060</td>
<td>$686,846</td>
<td>$902,113</td>
<td>$1,014,685</td>
</tr>
<tr>
<td><strong>Cash balance</strong></td>
<td>$415,020</td>
<td>$756,090</td>
<td>$959,720</td>
<td>$1,305,940</td>
<td>$1,327,515</td>
</tr>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Training</td>
<td>$865,223</td>
<td>$1,196,683</td>
<td>$1,134,192</td>
<td>$1,381,909</td>
<td>$1,291,963</td>
</tr>
<tr>
<td>Membership</td>
<td>$209,608</td>
<td>$269,330</td>
<td>$265,121</td>
<td>$322,431</td>
<td>$307,255</td>
</tr>
<tr>
<td>Referral fees</td>
<td>$53,986</td>
<td>$53,413</td>
<td>$42,172</td>
<td>$40,063</td>
<td>$21,970</td>
</tr>
<tr>
<td>Room hire fees</td>
<td>$19,795</td>
<td>$42,211</td>
<td>$91,154</td>
<td>$79,916</td>
<td>$77,817</td>
</tr>
<tr>
<td>Other revenue</td>
<td>$56,571</td>
<td>$50,462</td>
<td>$81,142</td>
<td>$94,790</td>
<td>$88,764</td>
</tr>
<tr>
<td>'kon gres</td>
<td>-</td>
<td>$23,692</td>
<td>-</td>
<td>$48,426</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total income</strong></td>
<td>$1,205,183</td>
<td>$1,635,791</td>
<td>$1,613,781</td>
<td>$1,967,535</td>
<td>$1,787,769</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td>$1,136,500</td>
<td>$1,406,278</td>
<td>$1,457,995</td>
<td>$1,752,268</td>
<td>$1,675,197</td>
</tr>
<tr>
<td><strong>Net surplus</strong></td>
<td>$68,684</td>
<td>$229,513</td>
<td>$155,786</td>
<td>$215,267</td>
<td>$112,572</td>
</tr>
</tbody>
</table>

LEADR will maintain itself as a financially viable not-for-profit business, confident of its long-term sustainability.
The Board sets the strategic direction of LEADR and is responsible for governance, including the financial health of the organisation and adherence to relevant legislation.

The current Board is about to complete its two year term with elections at the 2013 Annual General Meeting. The Board met 10 times in 2012-13 with 9 of those meetings being held by teleconference. It has been the practice of the Board for some years to hold a two-day face-to-face meeting once per year. This intensive meeting enables Directors to refresh their understandings and commitment to robust governance, to consider changes in Australasia that impact on LEADR and to review and explore future strategic directions.

Board achievements in 2013
- Improving the financial health of LEADR to enable strategic investment in significant and entrepreneurial member services
- Completing the integration of LEADR and LEADR NZ
- Amending the Constitution to support the Australasian LEADR
- Introducing the LEADR Practitioner Awards for significant contribution to ADR and contributing to each of the state based Selection Committees’ decisions
- Introducing the LEADR Board Award for Outstanding Leadership in ADR, being presented to Sir Laurence Street
- Selecting the LEADR Michael Klug 2013 Awardee, Micheline Dewdney and LEADR Fellow for 2014-15, Prof. Laurence Boule
- Responding to complaints about practitioners and overseeing the implementation of the complaints management system
- Deciding and allocating resources:
  - to develop and introduce an integrated database and website and
  - to trial an innovative approach to our biennial conference, ‘kon gres’, as a way of extending delivery of LEADR services to LEADR

Board 2014 -15
The Board regards the 19 nominations for positions on the Board as a sign of LEADR’s health and of its relevance to members in the current ADR landscape.
LEADR Directors

**Margaret Halsmith**, Chair, in practice since 1995, provides mediation for individuals, business and government. An active member of the WA Chapter for many years, a Board member since 2004 and Chair of the Board since 2007, Margaret is committed to promotion of ADR and facilitation of the development, acceptance and usage of ADR. Margaret is a member of NADRAC and a Vice Chair of the Independent Standards Commission of IMI.

**Dr Andrew Cannon AM FAAL**, Vice-Chair, Deputy Chief Magistrate and Senior Mining Warden in South Australia, introduced court annexed mediation into the court in 1995. He manages therapeutic and restorative justice programs, including Aboriginal Sentencing Conferences and conducts landowner miner conciliations. He is an adjunct Professor at Flinders and Muenster Universities.

**David Watt**, Honorary Treasurer, has specialised in providing forensic accounting expertise to lawyers and their clients over the past 20 years. David is the Principal of David Watt & Co which is a boutique accounting practice that specialises in providing forensic accounting services in the areas of insurance litigation, commercial litigation, family law and fraud investigations.

**Mark Beech**, partner in NZ law firm Holland Beckett, has particular expertise in commercial and employment disputes. His training includes advanced mediation training at Pepperdine University School of Law California. A member of LEADR NZ since 2000, Mark was Treasurer of LEADR NZ from 2005-2011 and the Chair of LEADR NZ from Oct 2011 until 2013 when LEADR and LEADR NZ integrated and he joined the LEADR board.

**Adam Butt** commenced legal practice at Allens Arthur Robinson in 2007, undertook advanced negotiation training at Harvard University, has mediated commercial and community matters, acted on native title and Aboriginal land claim disputes and worked with judges at the International Criminal Tribunal for former Yugoslavia on Prosecutor v Slobodan Milošević. A senior associate at Clayton Utz Adam works with international arbitrator Prof Michael Pryles.
LEADR Directors (cont’d)

Carole Grace is a full time conflict resolution practitioner, who holds appointments as a sessional mediator and conciliator on several government panels. Carole contributes to mediation training for LEADR and two universities, assesses to the NMAS and provides professional supervision and mentoring for mediators. Carole has a particular interest in adapting processes and using technology to enable the equal participation of parties who otherwise may be excluded for reasons of distance, language, culture, health, cognitive or physical disability.

Carol Powell is a barrister, mediator, trainer, mentor and dispute resolution consultant. She is on a number of mediation panels and has a busy private mediation practice. She was the first Executive Officer of LEADR NZ and has served on the LEADR NZ Board for 14 years, four of these as Chair, as well as 11 years as the NZ representative on the LEADR Board. Carol is also the NZ representative on the LEADR Accreditation Committee.

Annabel Shaw currently works for the Mediation Service in the New Zealand Ministry of Business, Innovation and Employment. Annabel is a LEADR Advanced mediator and is accredited to the Australian National Mediator Standards. Annabel has a law degree from Victoria University and a Post Graduate Diploma in Dispute Resolution from Massey University and has worked as a lawyer, conciliator, facilitator, negotiation trainer and in HR.

Michael Stewart is a former solicitor and a nationally accredited mediator who provides mediation, conflict management coaching and workplace training. He was instrumental in getting the Tasmanian Chapter of LEADR up and running. Michael has been a member of LEADR for six years and is committed to reducing the isolation of mediators and to promoting alternative dispute resolution.

Sue Waterhouse, a mediator with the Community Justice Centre, NSW since 1994, has delivered training within CJC and to various NSW Government Departments. A full-time Family Dispute Resolution Practitioner since 2007, Sue supports those needing protection in Protective Violence applications at the local Court. Sue enjoys roles as Lead Coach and Coach in LEADR, Sydney courses. Sue established the Blue Mountains Mediator Practice Workshop, and the Central Coast Practice Workshop to support skill development for newly trained mediators who wish to prepare for accreditation. Sue is trained in Conflict Coaching.
Collaboration with other organisations
LEADR welcomes and initiates opportunities to collaborate with other ADR organisations. Examples include:

Mediator Standards Board
LEADR provides the CEO with the support to be a Director of the MSB. In 2013, the CEO has been the Deputy Chair of the MSB. This supports the growth of the MSB, the implementation of the National Mediator Accreditation Standards and keeps LEADR members closely connected to the development of the Standards

IMI
LEADR is the only IMI Qualifying Assessment Program in Australasia. This enables LEADR to contribute to the development of mediator standards internationally and to offer members a significant member service: recognised international accreditation.

Alternative Dispute Resolution Journal
Special section of the ADRJ dedicated to 25 years of LEADR. Contributions from current and past Board members, trainers, staff and others.

Contribution of LEADR training to university courses
LEADR 5 day mediation workshop contributes to the Master of Dispute Resolution in the Faculty of Law at the University of New South Wales and in the Faculty of Business at Charles Sturt University

Pro bono project
LEADR is currently in discussions with Justice Connect, previously PILCH (Public Interest Law Clearing House), about offering a list of mediators willing to offer pro-bono mediation services in NSW and Victoria as part of providing access to justice for people who would not otherwise be able to access legal and/or mediation services.

Greater Sydney Family Law Pathways Network
The CEO facilitated a meeting of this group in the LEADR office to explore issues within family dispute resolution

Independent FDRPs in WA
Meeting to discuss the opportunity to become a special interest community within LEADR.
**Statutory ADR and conciliation**
Supported the initiative of the Victorian Chapter to establish a Statutory Alternative Dispute Resolution Special Interest Group. Also working with a group primarily of providers of conciliation in statutory schemes to progress the development of a conciliation standard.

**Australian Small Business Commissioner**
Met with Australian Small Business Commissioner, Mark Brennan, to discuss the role of the Commissioner. The Commissioner has a high personal commitment to resolving business and workplace disputes and wanted to discuss opportunities for collaboration with LEADR.

**Small Business Policy Division of Department of Industry, Innovation, Science, Research & Tertiary Education**
Met with project group exploring the development of a prompt payment code similar and with more extensive powers to the UK code. Department representatives expressed appreciation of past input by LEADR on various issues. We discussed the development of a dispute resolution system to accompany the code, which developed a model of “dialogue” or “assisted dialogue” for resolving these disputes.

**LEADR welcomes judges from China**
In November 2012 twenty judges from Fujian Province met with LEADR to discuss ADR in Australia, as a planned extension of ADR services. In Australia to learn particularly about the use of ADR in connection with Australian courts, the delegation identified their key interests as:

- The main work of LEADR
- The Australian case management system
- Means of lessening the costs of lawsuits through alternative dispute resolution
- Australian law reform

**Nurturing Asia-Pacific relations**
LEADR CEO, Fiona Hollier hosted Malaysian barrister and mediator, Seamus Tan, a member of Malaysian's Bar Association met to share some of LEADR's experience as a training and membership organisation.
**Building and construction industry security of payment disputes**

LEADR's detailed document handling process, comprehensive filing system, electronic records and the strong support of its talented adjudicators, means that LEADR continues to provide a high level of service. New staff member Bianca Lam, working in consultation with senior case manager, Therese Skinner, has shown herself to be efficient, accurate and courteous in her administration responsibilities.

LEADR is currently performing most strongly in the adjudication area in Queensland. LEADR administered 50 building and construction security of payment disputes across four jurisdictions in 2012-2013.

LEADR has made submissions responding to discussion papers relating to the QLD and to NSW building and construction security of payments, both in February 2013.

In the past two years, LEADR has provided administrative support to The Adjudication Forum, chaired by Robert Sundercombe, one of LEADR’s adjudicators. These seminars, hosted by LEADR in the LEADR offices, have provided adjudicators with an opportunity to learn from their fellow adjudicators and discuss recent events in the field.

**.au domain name disputes**

Domain name disputes allow parties to dispute bad faith registrations of domains that are confusingly similar to their trademarks.

LEADR provides extensive information about domain name disputes through its webpages. During the 2012-13 period LEADR has successfully administered 9 domain name disputes.

To contribute to two review by auDA, LEADR sought panellists’ opinions which we incorporated in our responses. The first submission in February 2013 responded to questions on a range of auDRP policy and procedures and the second submission in August responded specifically to questions relating to fee increases.

LEADR applauds the auDA on their initiative to improve auDRP proceedings by acknowledging the increasing complexity and time taken to administer and adjudicate domain name disputes.

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**Panellists:**

**Building & construction**

<table>
<thead>
<tr>
<th>NSW</th>
<th>QLD</th>
<th>VIC</th>
<th>TAS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jon Face</td>
<td>Peter Finnane</td>
<td>David Francis</td>
<td>Ian Hillman</td>
</tr>
<tr>
<td>Dominic Katter</td>
<td>Hank Laan</td>
<td>Philip Martin</td>
<td>John Murray</td>
</tr>
<tr>
<td>Scott Pettersson</td>
<td>Peter Sarlos</td>
<td>Michael Stewart</td>
<td>Robert Sundercombe</td>
</tr>
<tr>
<td>William Taylor</td>
<td>Darren Vardy</td>
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</tr>
</tbody>
</table>

**Domain names**

- Anthony Alder
- Philip Argy
- Neil Brown QC
- Gregory Burton SC
- Andrew Christie
- Sara Delpopolo
- Scott Ellis
- Natalie Hickey
- Jon Kenfield
- David Lieberman
- Alan Limbury
- Dennis Liner
- John McDermott
- John McGruther
- Rowena McNally
- Scott Pettersson
- Jennifer Scott
- Steve White
In Australia

Public training courses
16 x 5 day mediation workshops
6 x 4 day conflict management coaching workshops
2 x 1 day micro-skills training
16 x 1 day mediation refresher training
2 x 1 day conflict management coaching refresher training
5 x 1 day Developing an effective intake process
14 x 1 day Mediating workplace bullying complaints
1 x 1 Resilience & self-care for conflict resolution practitioners workshop
1 x 1 day Narrative Mediation workshop
1 x 14 session Online neuro-awareness training – application of neuroscience to ADR practice with François Bogacz

In-house training courses
6 x 5 day mediation for Financial Ombudsman Service
3 x 2 day Conflict Management Skills & Strategies Workshop for UNSW
2 x 5 day mediation for Victim-offender Mediation Unit

Chapter events and podcasts
In total LEADR held 24 chapter events within Australia in 2012. The Chapter reports provide you with more detail about these events on pages 36 to 49.
In 2012-13, LEADR published 75 podcasts. 5 of these were presentations from ‘kon gres.’
LEADR Trainers

Bradley Chenoweth
• Mediates wide range of disputes
• Facilitates multi-party processes in commercial, organisational, community and cross-cultural settings
• Visiting Fellow to the University of WA Law School
• Senior Associate with Dialogos, a leading global consultancy in dialogue and system transformation.

Nina Harding
• Mediates commercial, workplace and large public disputes
• Panellist for Hong Kong International Arbitration Centre, and Franchising and Workers Compensation
• Has taught at UTS, University of Hong Kong, UNSW, the Law Institute of Victoria and UQ
• Internationally recognised expert in complaint handling.

Professor Tania Sourdin
• Foundation Chair and Director of the Australian Centre for Justice Innovation (ACJI), previously ACCJSI, at Monash University in Australia
• Leading international academic/researcher in mediation and ADR Author of the National Mediator Accreditation System
• Accredited mediator since 1990
• Member of NADRAC, numerous tribunals, panels and boards.

Anne Sutherland-Kelly
• Mediator and consultant to private and public sector clients; appointed to Victorian Civil and Administrative Tribunal
• Commercial law background; mediation experience in commercial, anti-discrimination, medical negligence, family, wills and estate matters. Currently specialising in workplace
• Teaches ADR in post-graduate law program at Monash Univ.
• Works within organisations to strengthen leadership capacity and individual and cultural resilience.

Carol Powell
• Mediator, facilitator and trainer, Specialises in conflict management including dispute system design
• Mediates a wide range of disputes
• Member of a number of mediation panels in New Zealand
• Recently appointed to IMI International Standards Committee
Anna Quinn
- Mediator and trainer in dispute resolution in New Zealand
- Extensive experience in community to commercial mediation
- Trained and designed workshops on dispute resolution topics including communication, negotiation, facilitation, mediation and restorative justice
- Lecturer in dispute resolution at Auckland University Law School. Set up and implemented re-certification/supervision programs in NZ for particular agencies.

Lynora Brooke
- Conflict Coaching trainer for LEADR using CINERGY® model of conflict coaching since training with Cinnie Noble in 2005.
- Promotes conflict coaching as an invaluable tool to assist individuals with the management of interpersonal and workplace conflict and prepare for, or debrief after, difficult conversations or negotiations.
- Specialises in leadership coaching and mentoring, workplace and commercial mediation and conflict coaching.
- Facilitates the 2 day in-house workshop, Leader as Workplace Coach for LEADR.

Julie Walker
- Conflict Coaching trainer for LEADR in Australia since 2006.
- Consultant across public, private, educational and community organisations with experience with senior managers and staff assisting them to manage workplace conflict for 30 years.
- Extensive experience in training and development, conflict management processes, mediation, counselling, coaching and supervision in a wide variety of organisations and settings.

Franca Petrone
- An experienced dispute resolution professional and adult educator providing dispute management consultancy, training and mentoring services to a wide range of public and private sector organisations.
- Promotes the effective choices available to people and organisations in dealing with conflict and assist them in accessing services that meet their needs.
- Founding director of the Mediator Standards Board.
- Accreditation Committee member of LEADR and various other ADR panels and committees.
LEADR coaches

Adelaide: Franca Petrone, Jim McDonald, Sylvia Huie, Julie Young, Mauritiz Leen, Rick Subotkiewicz, Margaret Ross, Steve Georgiadis, David Jenkin, Keith Evans, Greg Rooney

Brisbane: Cate Banks, Tom Stodulka, Katy Russell, Lisa Friskan, Steve Egginis, Miecke Brandon, Donna Cooper

Canberra: Alison Manning, Nigel Biginell, Stephen Herrick, Brownen Mackenzie, Patsy Muggeridge, Linley Cornish, Alex Tandy, John Sautelle, Uwe Boettcher, Katrina Spyrides, Ray O’Reilly, Michael Rowntree, Danielle Benham, Mary Edmunds, Tim McKenna, Andy Coombes, Jan Phillips, Andrew Adamson

Newcastle: Ron Dunisire, Kathy Tetu, George Williams, Ross Whitelaw, Sonia Anderson

Perth: Susan Leeming, Margaret Halsmith, Bruce Menzies, Rae Kean, Catherine Doran, Lenny Michael, Marilyn Hopkins, Chris Philips, Michael Hobley, Douja Elhajj, Nicoletta Ciffolilli, Graham Castledine, Sarah Blake, John Christo, Robyn Carroll, Kerrie Harms, Robin Tapper, Jill Howieson, Liz Halsmith, Caroline Heffer, Peter Byrne, Peter Mathie

Sydney: Nhi Tran, Catherine Davidson, Ashley Limbury, Sue Waterhouse, Alan McDonald, Alan Ogg, Peter Irving, Judith Blayden, Kathleen Dan, John McGruther, Lynora Brooke, Annette Simpson, Michelle de Vries, Val Sinclair, Micheline Dewdney, Janice McLeay, Linda Fisher, Susie Whillas, Paul Lewis, Nicole Cullen (Port Macquarie), Jennifer Scott, Phill Hart, Shoshana Faire, Paul Gibson, John Roberts, Bianca Keys, Carolyn Matthews

Melbourne: Carole Grace, Leah Walls, Sally Wiencke, Catherine Smith, Carolyn King, Peter Singer, Dennis Liner, Judy Courtin, Tony Cianciosi, Jeanette Kinahan, Lisa Friskan, Leta Chen, Catherine Smith, Alikki Vernon, Nina Ananidis, Peter Condliffe, Amie Cousins, Michael Tiernan, Robyn Roberson, Patricia Marshall

Hobart: Gail Cork, Debbie Dunn, Anne Brown, Tony Newport, Michael Stewart, Olivia Rundle, Deborah Forsyth, Louise Cooper

Darwin: Justine Davis, Susan Oaklands (Alice Springs), Pat McIntyre, Ippei Okazaki, Michael O’Donnell, Joe Reeves, Jennifer Devlin.

The contribution of coaches

Participants of LEADR courses consistently provide feedback on the high quality of LEADR coaching

Experienced ADR practitioners, LEADR coaches bring care and wisdom to the task of coaching

LEADR coaches play an important role in preparing the next generation of mediators

Coaches contribute to the continual improvement of standards of mediation offered within the community

LEADR thanks all coaches for their commitment and generosity in sharing their expertise
What the Accreditation Committee does

- Oversees the implementation of the LEADR Accreditation Scheme
- Ensures that the Scheme remains consistent with the National Mediator Accreditation System (NMAS)
- Reviews application for LEADR accreditation where applicants have completed training other than that offered by LEADR and/or are applying on the basis of experience.
- Reviews applications for LEADR Advanced accreditation.

Thank you to the members of the Accreditation Committee for their invaluable contribution

Applications reviewed by the Accreditation Committee
LEADR accreditation: 44
LEADR Advanced accreditation: 70

Total applications received for:
LEADR accreditation: 44
LEADR advanced accreditation: 3
National accreditation: 250
National re-accreditation: 191

Assessment of mediator competency
Candidates need to complete a video assessment to become nationally or LEADR accredited as a mediator.

In 2012-2013 in Australia, LEADR has
- conducted 215 assessments, 16 being in house
- expanded our assessor panel from 15 to 18
- assessed as competent 83% of candidates (179 out of 215)
- provided 430 role play opportunities for members for CPD
- reviewed video assessment scenarios and developed new scenarios to improve the quality of assessments and to provide scenarios from a variety of areas
- reviewed and improved video assessment email templates
- improved video assessment registration through our new database where candidates can now register and pay online
- purchased additional video cameras and tripods to reduce travel delays and costs. These are stored at video assessment venues across the country

LEADR accreditation will match or exceed national accreditation standards for accreditation of dispute resolution practitioners

Accreditation Committee
Franca Petrone
Carol Powell
Malcolm Stuart
Fiona Hollier (LEADR CEO)

Video assessments 2012 - 13 by state

<table>
<thead>
<tr>
<th>State</th>
<th>Number</th>
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<tbody>
<tr>
<td>TAS</td>
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<td>VIC</td>
<td>52</td>
</tr>
<tr>
<td>NSW</td>
<td>92</td>
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</tbody>
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Membership since 2009

Membership per state

Consultation with members
LEADR conducted a variety of surveys in 2013 including
- ‘kon gres’ feedback surveys for each state
- Compliments or complaints: exploring mediation practice risks and opportunities for a paper to be presented at ‘kon gres’ by Victorian member Jeanette Kinahan
- Queensland BCIP discussion paper feedback
- MSB Practice Standards feedback session

PI and PL insurance
Annual policy fee: $299
Professional indemnity cover: $10 million for any one claim; covers legal costs and compensation.
Public liability cover: $20 million for any one claim.

LEADR will be the membership body of first choice for dispute resolution professionals

Update newsletter
- 52 original articles, book reviews or reports
- 21 Case law reviews
- 55 original podcasts
- Links to websites, articles, papers, news and other resources
- Surveys and LEADR feedback
- Changes in legislation
- Employment opportunities
- Chapter events
- 19 discounted training courses and conferences for LEADR members

CPD
CPD hours included on chapter and training flyers
Record of LEADR CPD events updated regularly to support members in applications for re-accreditation
Recognition and awards

Inaugural LEADR Board Award for Outstanding Leadership in ADR

The LEADR Board is presenting this Award to Sir Laurence Street, in recognition of Sir Laurence’s sustained commitment to ADR over many years, including as Patron of LEADR. The Board honours the significant leadership Sir Laurence has shown in championing and promoting the use of ADR and in making ADR visible in the community. In particular, the LEADR Board recognises that Sir Laurence has been extraordinarily influential in gaining the acceptance of ADR by the judicial and broader legal community and that his efforts over the past 30 years or more have contributed to the widespread use of ADR.

The Board notes Sir Laurence’s openness to continuous learning and his ready availability to share his insights at gatherings of mediators and through his classic *Mediation: a practical guide*.

The presentation of the Award follows the 2013 Annual General Meeting on Monday, 25 November at the LEADR office in Sydney.

2014-15 LEADR Fellow

LEADR is delighted to announce Professor Laurence Boulle as the new LEADR Fellow. The Board has selected Professor Boulle as the Fellow because of his enormous contribution to ADR. Professor Boulle’s CV includes academic teaching and research at universities across Europe, Africa, Australasia and North America. Professor Boulle was director of the Mandela Institute for Global Economic Law.

Professor Boulle has held significant public ADR roles as a former Chair of NADRAC and the current Chair of the Mediator Standards Board. He is an accredited mediator of the Supreme Court of Queensland. His text *Mediation: Principles, process, practice* is notable for its elegant and sophisticated writing style and its accessibility and comprehensiveness. Professor Boulle regularly delivers stimulating and academically rigorous presentations, including at the National Mediation Conference in Australia.

Sincere thanks to the outgoing Fellow

Tom Howe QC, Chief Counsel, Dispute Resolution at the Australian Government Solicitor finished his term as LEADR Fellow at the end of 2013. The LEADR Chair noted that while recruiting members is not part of the role of LEADR Fellow, many practitioners chose to join LEADR after hearing Tom’s presentations. On behalf of LEADR, the Board warmly sends its gratitude to Tom for his contribution.
LEADR Michael Klug Award 2013
The LEADR Michael Klug Award is presented annually by the LEADR Board to any person or persons who has in the previous 12 months contributed toward the peaceful resolution of conflict in the best interests of the community.

Micheline Dewdney
In choosing Micheline Dewdney for the 2013 Award, the Board of LEADR acknowledged Micheline’s continuing intellectual and practical dedication to excellence in mediation practice. The Board also recognises Micheline’s enthusiasm for mediation and its role in dispute resolution and peacemaking, noting in particular her participation in the ADR practitioner community and her mentoring role of new mediators preparing for their accreditation. *The Mediator’s Handbook*, written in 1995 by Micheline with Ruth Charlton, and in its second edition remains a classic for mediators.

Previous recipients

Inaugural LEADR Practitioner Awards
The LEADR Board introduced the LEADR Practitioner Awards across Australasia in 2013, a similar program having been successful in New Zealand since 2011. The program acknowledges LEADR member practitioners who are recognised by their peers as having contributed significantly to the growth and development of ADR.

LEADR members nominate other members for an award. After initial review by the Board, nominations are considered by local committees. Committees, comprising Chapter members, a Board representative and an independent member (eg an academic, a judicial officer, a community leader) decide on the recipients of each award in that state, territory or country.

Awards are given for:
- Development of ADR in community or restorative justice
- Achievement by an emerging mediator
- Creative adaptation of ADR to meet specific needs
- Promotion of ADR in their community or communities
- Commitment to excellence in practice of ADR
- Contribution to the professional development of others in ADR

LEADR believes that significant contributions by practitioners lead to the development of excellence in the practice of ADR.
**Inaugural LEADR practitioner awardees**

**For development of ADR in community or restorative justice**

| Dr Nicky McWilliam, Sydney NSW |

**For achievement by an emerging mediator**

| Andrew Moffatt, Melbourne VIC |
| Lesley Gillian, Melbourne VIC |

**For creative adaptation of ADR to meet specific needs**

| Paul Hutcheson, Wellington NZ |
| Jeremy Moore, Adelaide SA |
| Adam Butt, Melbourne VIC |
| Judy Dell, Wellington NZ |

**For promotion of ADR in their communities**

| Cheryl Bryan, Mackay QLD |
| Gabrielle O’Brien, Wellington NZ |
| Greg Rooney, Adelaide SA |
| Megan Lewis, Taree NSW |

**For commitment to excellence in the practice of ADR**

| Lyn McLardy, Newcastle NSW |
| Tom Stodulka, Brisbane QLD |
| Mieke Brandon, Brisbane QLD |
| Anna Quinn, Auckland NZ |
| Warren Sowerby, Auckland NZ |
For contribution to the professional development of others in ADR

Lynora Brooke, Sydney NSW

Nicoletta Ciffolilli, Perth WA

Dr Rosemary Howell, Sydney NSW

Assoc. Prof Jill Howieson, Perth WA

Moira Ransom, Wellington NZ

Dr Olivia Rundle, Hobart TAS

Professor Tania Sourdin, Melbourne VIC

Mary Desses, Sydney NSW

Moira Jenkins, Adelaide SA

Nina Khouri, Auckland NZ

Alan Ogg, Sydney NSW

Kathy Tetu, Newcastle NSW

Margaret Ross, Adelaide SA
‘kon gres 2013 in Wellington, Sydney, Melbourne, Adelaide and Perth

‘kon gres 2013 travelled for the first time to five cities across Australia and New Zealand. The inclusive approach allowed more than 495 members and colleagues to participate in this dynamic professional learning event.

Participants from ‘kon gres in both Melbourne 2009 and in Brisbane 2011, had given LEADR feedback which was enthusiastic about the format, the friendly welcoming LEADR community, the collegiality, the experiential sessions and the high quality presentations.

In 2013, LEADR retained these key features and by touring, extended the reach of ‘kon gres. The international presenters toured from one city to the next, and 131 local presenters joined them to deliver lively and stimulating programs, significantly more accessible to our members than if a single location.

The varied programs stimulated participants’ thinking and were the springboard for lively conversations with colleagues and for self-reflection to sharpen ADR practice. As it has always done ‘kon gres promoted excellence of ADR in Australia, New Zealand and the Asia Pacific region.

Feedback from participants

Overall, rich offerings – very diverse, talented people presented. Fabulous engagement and the structure made the time fly. Looking forward to the next one.

Great ‘kon gres – very well organised, great choices of sessions, interesting topics well done and thanks you for bringing it to my city.

My head is overflowing with all the new ideas I’ve been exposed to today. I’ve really learnt a lot. Thank you.

Very informative sessions on issues/matters I didn’t have much knowledge of. Thanks!

Thank you so very much for this opportunity to come, participate and learn. It has quenched my thirst to learn more and continue the cause of ADR - Peacemaking

This has been a great conference really enjoyed every workshop and the collegial engagement with others – great conference.
Bernie Mayer – The Conflict Intervener’s Challenge: Encouraging constructive competition and powerful cooperation

Bernie drew on his extensive mediation experience to challenge our thinking during this session. He analysed how we think about conflict and built up a picture of how practitioners can use their knowledge and experience of conflict to achieve outcomes in a mediation.

Myrna Lewis – Mining the wisdom in mediation

Myrna took us through her Deep Democracy tool which had such an impact in her native South Africa after Apartheid. We learnt about the tool and how its methodologies could be applied to mediation and parties in conflict.

Dale Bagshaw – The emergence of elder mediation

Dale spoke of the rise in importance of mediation among the older population. The challenges faced by mediators and parties when mediating in this environment as well as methods to help mediators working in this emerging area.

Sharing ‘kon gres

Podcasts, papers and powerpoints from ‘kon gres presenters are available in the members’ area of the LEADR website under resources or by clicking on a presenter in the ‘kon gres timetable for a particular city.

Website and database

The new LEADR website is bright, welcoming and informative. Driven by an upgraded membership database, and developed from funds from the LEADR investment strategy it enables efficient transactional engagement with the LEADR community.

The integrated database and website provides an improved portal to access LEADR services and information and has enabled:

- Personal membership logins
- Online membership renewals
- Online bookings and payments
- Automatic CPD logging for LEADR events
- A more sophisticated search directory for ADR practitioners

Further refinements and database development in early 2014 will provide NZ members with this same level of access.

The database enabled much more efficient collection of membership fees. By the end of July 2013, LEADR had collected $197,200 in fees, compared with $87,750 in the same period in 2012.

Since its launch the new look LEADR website has seen:

- 186,768 page views
- 32,273 over all visitors
NZ Chair’s report
This Annual General Meeting marks a turning point for LEADR in New Zealand and is the culmination of significant work over the last and preceding years, focusing on ways to ensure the organisation best meets the needs of its members. The Special General Meeting following our AGM is the last step in the decision to integrate LEADR NZ with LEADR, creating the largest dispute resolution organisation in the Asia Pacific Region.

I would like to acknowledge my fellow Board members, who have had very significant involvement, far beyond the ordinary contribution of Board members, shaping the integration and ensuring that this path will strengthen services for New Zealand members. We have been fortunate to have the commitment and expertise of a group dedicated to strengthening our profession.

While much focus has been on the organisational changes for integration, LEADR in NZ has continued to grow with increased membership, and more significantly there has been an increase in the number of Advanced Panel member LEADR in NZ has a long history of expertise in delivering high quality competency focused mediation training and 2013 has seen growth in training. ‘kon gres in September provided outstanding professional development for the ADR community and was very well attended and received.

Board Members and the CEO have represented LEADR in NZ in work on Family Court reform and the introduction of Family Dispute Resolution. LEADR is poised to be appointed as an Approved Dispute Resolution Organisation providing, training and accreditation for FDR providers.

Over the last year LEADR has also strengthened its links with students and universities, partnering with Auckland University and Victoria University of Wellington to provide training opportunities for teams competing in national and international mediation competitions. LEADR in NZ is also proud to again be sponsoring the New Zealand Law Awards ‘Mediator of the Year’.

Financially LEADR in NZ improved its position in 2013, despite extraordinary expenses relating to integration. This can be attributed to increased training revenue as well as careful management of expenditure. It is pleasing to be able to transfer reserves to LEADR and to have these committed to New Zealand operations for the benefit of New Zealand members.

I’d like to especially thank Ava and Margaret who have worked tirelessly to provide professional services and strong representation for members during this time of transition. Their dedication sees the New Zealand organisation in strong heart to

LEADR NZ Chair
Mark Beech

LEADR NZ Board
Jan Avery
Deborah Clapshaw joined part way during the term
Jon Everest
Richard Goodall
Nina Khouri resigned during the term
Carol Powell
Anna Quinn
Annabel Shaw
move forward.

Certainly my role as chair has been made a lot easier by this dedication and passion. Whilst Ava will be moving on from her role as CEO, I look forward to continuing working with her on various projects on behalf of LEADR.

I take this opportunity to welcome Catherine as the new General Manager of the NZ based operations for LEADR. LEADR’s ability to attract someone of Catherine’s calibre is a testament to LEADR.

Thank you to Bell Gully, Ministry of Business Innovation and Employment and Holland Beckett Lawyers for their support this year.

I am able to contribute my time as Chair of LEADR thanks to the support of my partners at Holland Beckett.

Mediation has truly come of age and is no longer ‘alternative’ but an accepted way to resolve disputes. I’d like to add a final thanks to all those that have contributed in so many ways to LEADR NZ, LEADR and the profession over the last year. LEADR is the first international dispute resolution organisation and I look forward to working with the new LEADR Board, CEO Fiona Hollier and new General Manager New Zealand Catherine Cooper, to increase the services and opportunities for New Zealand and international members.

I am excited about the opportunities that LEADR can deliver to its members in the coming months as an integrated organisation.

Mark Beech
Chair
LEADR NZ
NZ CEO report
This is the final report for LEADR NZ Inc., to be presented at the combined AGM and SGM. It includes information on operations from July 2012 – 25 October 2013.

Membership
Membership has remained constant, with slight growth in accredited members who comprise almost 60% of membership. LEADR has continued to be active on relevant issues.

Changes to the Family Justice System
A major focus this year has been providing input on the reform of the Family Court. In February, LEADR wrote and presented an oral submission to the select committee on the Family Court Proceedings Reform Bill. LEADR is a member on the Ministry of Justice external working group for the Family Justice Implementation Programme. LEADR worked collaboratively with AMINZ and NZLS to develop draft accreditation standards for Family Dispute Resolution providers for the Ministry of Justice.

LEADR has applied to be an Approved Dispute Resolution Organisation (ADRO). ADROs will train, assess, and appoint FDR providers, and manage complaints and disciplinary processes.

LEADR is developing an accreditation process for members who wish to provide FDR in the new environment. To assist members in meeting the requirements for FDR, LEADR is preparing a specialist, modular training course. Additional comprehensive training on specific competencies will also be available. Training is designed so members will be able to select from the courses based on their experience and skill. In addition, LEADR has developed five-day mediation training with a family focus for those who have not previously trained as a mediator.

I would like to thank all those members who have provided their input and throughout this process. A very special thanks to Jan Avery, who represented LEADR with me on the Ministry’s implementation advisory committee, Carol Powell, who has generously shared her time and expertise, and board members Jon Everest, Deborah Clapshaw, and Anna Quinn. This has been an important and intensive piece of work that will continue in 2014.

Mediation Qualification Review
Another focus has been the review of mediation training on the New Zealand Qualifications Framework. LEADR is on the SKILLS Organisation Sector Review Group for this project. To date, the group has reviewed the Level 4 qualification, and has recommended the development of the NZ Certificate in Dispute Management as an introductory qualification. This will shortly undergo further consultation by SKILL before it submitted to the NZQA for approval.
Developing and Recognising the Profession

LEADR NZ has continued to progress initiatives aimed at attracting, developing, retaining, and recognising high quality professionals in the dispute resolution field.

2013 saw the continuation of our internship programme. Interns assist with specific projects and help with training, networking, and accreditation activities. In return, they receive mentoring, the opportunity to observe experienced mediators, and attend LEADR training. I would like to specifically thank Bronwyn Haines, Sandra Lassowski, and Sarah Ramsay, whom I have worked with this year for their contribution and enthusiasm.

Before the Auckland University team’s success at the International Commercial Mediation Competition in Paris, LEADR members provided the team with coaching. LEADR acknowledged the second place success of the team with scholarships to LEADR mediation workshops. Through initiatives such as this, LEADR is strengthening its links with students and with universities.

LEADR has also continued to offer scholarships to individuals who demonstrate a passion for ADR and wish to become qualified mediators. This is the third year that these scholarships have been offered. This year the two scholarships were awarded to applicants working in the community sector.

LEADR remains active in supporting the Peace Foundation, providing coaches on their Cool Schools peer-mediation program.

We celebrated the second LEADR Awards at the ‘kon gres dinner in Wellington. This recognised the contributions made by members across a diverse range of dispute resolution activities. My thanks to the judging panel, who gave readily of their time, and to the members who made nominations. We were also delighted that the Awards were introduced into Australia this year for the first time. This is the second year LEADR has sponsored the New Zealand Law Awards, Mediator of the Year. The Award recognises excellence in mediation and commitment to advancing the profession in NZ.

Mediation training

The number of people attending LEADR’s five-day mediation training is growing. 2013 has seen full training programs in both Wellington and Auckland, and an increase in participants in Christchurch (15 in August 2013, compared with 7 in August 2012).

LEADR continues to receive outstanding feedback on our mediation training. This is in large part due to the skill and energy of our NZ trainers, Carol Powell and Anna Quinn, who were joined by Jon Everest in June, and who deliver training of a consistently high standard. It is also reflective of the high calibre of our coaches, whose feedback on participant’s skills during mediation role-plays is a highlight for many attendees. To support the high standard of coaching on the training, four Coaches Refresher...
Training courses were run this year, prior to each workshop. I would like to thank all our role-players, coaches, and trainers for their high quality contribution to the success of the LEADR training.

Other ADR training
In addition to the five-day mediation workshops, which include “top-up” days as refreshers, LEADR ran:

- CINERGY Conflict Management Coaching with Lynora Brooke
- Managing High Conflict Personalities and Behaviours with Bill Eddy
- Master-class with Bill Eddy
- Neuro-awareness Online Training in association with Neuro-awareness Consulting Services Inc

LEADR has trained an additional 25 people since July on our Christchurch workshop and an in-house mediation workshop for New Zealand Transport Authority.

LEADR was invited to present to the New Zealand Association of Counsellors Conference in May, and provided a pre-conference workshop, Insights to assist with conflict within families. Thank you to Anna Quinn who delivered a keynote address on behalf of LEADR titled, A Glance into the Future to the Ideal Dispute Resolution Landscape for Conflict within Families.

Thank you to Jane Schaverien who has continued to facilitate the Online Supervision Group. The members report receiving tremendous value from participating in this group, which is held by audio-conference each month, via Skype. Online supervision will be expanded in 2014 to cater for advanced panel members, and we will also offer a specific group for FDR providers.

‘kon gres 2013
‘kon gres attended by 110 people on 5 and 6 September was a highlight on the professional development calendar. It included thought-provoking keynotes from international guests Bernie Mayer, who spoke on The Conflict Intervener’s Challenge, encouraging constructive competition and powerful cooperation, and Myrna Lewis, Mining the wisdom in mediation.

The stimulating concurrent sessions drew on the expertise of NZ and Australian members. Key themes of ‘kon gres included a comparative focus of NZ and Australian ADR, discussions on Family Dispute Resolution practice and the impending changes to the NZ Family Justice System, and information and skills sessions covering the varying contexts of dispute resolution.

Thank you to the NZ ‘kon gres committee, who assisted with the selection of papers and to the many people who volunteered their time and expertise. A very special thanks to Fiona Hollier for the inspiration to hold a travelling ‘kon gres in five locations, opening NZ, and for bringing her depth of experience in running the
event; and to the Sydney staff who worked with us on this event. LEADR has continued offering network meetings in Auckland, Wellington, and Christchurch. Thank you to the speakers, local area coordinators, and to providers of venues for the meetings.

Accreditation
LEADR has seen a steady increase in the number of people going through our accreditation assessment process. Assessment days were held in Dunedin, Wellington, Auckland, Christchurch, Hamilton, and Palmerston North.

We have been pleased to continue to work with the Ministry of Business, Innovation, and Employment, and the Office of the Electricity and Gas Complaints Commissioner, who utilise LEADR’s training and accreditation as part of professional development for their mediators and conciliators.

In June we brought our Assessors together for a development day to share and review practice. As part of our improvement processes, LEADR has worked with PACT Ltd. on an assessor’s qualification, which will be introduced over the next few months.

Thank you to all our members who willingly contribute their time to participate as role-players for assessment days, to our Assessors for the professionalism and the expertise they bring to the accreditation process, and to those who coordinate activities at our assessment centres.

Staffing and support
A year ago, I assumed the role as CEO while LEADR NZ explored integration with LEADR. I have found it a stimulating environment to work within, and a privilege to hold this position during this critical and exciting period.

It has been a pleasure to work with all the staff, contractors, volunteers, and members over this last year and be an active part of LEADR’s development.

I would like to thank Margaret Murphy and Gerry Westhuis for their hard work and professionalism. I particularly wish to acknowledge Margaret for both her commitment to members and the support she has provided to me during the year. I also thank Gabrielle O’Brien for her support during my transition.

A very special thank you to Mark Beech (Chair), and to all the NZ board members whom I have had the benefit and honour of working with over the past year. It has been a tremendous opportunity to learn from your expertise and witness your commitment to both LEADR and ADR.

I look forward to continuing my involvement with LEADR.

Ava Gibson
Chief Executive Officer
LEADR NZ
LEADR’s local Chapters are, in many ways, the life-blood of the organisation and a significant member service.

Chapters play a vital role in creating and fostering the LEADR community of practitioners. Very often the Chapter is the main way in which practitioners connect with each other and with LEADR; and Chapter events provide accessible and practical professional development in a friendly and collegiate environment.

The Chapter activities are implemented by a partnership between the local Chapter Executive and the LEADR office.

Local members organise a calendar of continuing professional events and handle all the logistics at the event; LEADR prepares the flyers and advertising and broadcasts this to members.

Thank you …

To the Chapter committees for their energy and enthusiasm and for the time they dedicate for the benefit of their colleagues and the development of quality in ADR.

To the Chapter Chairs for convening and coordinating the efforts of the Chapter Committees. The role of a Chapter Chair is pivotal to the vibrancy of the Chapter. The Board knows that Chapter Chairs lead by modelling commitment, demonstrating enthusiasm, coordinating efforts and encouraging the energies of Committee members.

New South Wales
Val Sinclair

Newcastle, NSW
Lyn McLardy

Queensland
Carol Bowen

South Australia
Amelia Taeuber

Tasmania
Greg Hince and
Acting Chair,
Michael Stewart

Victoria
Jeanette Kinahan

Western Australia
Wendy Franklin
The Chapter Committee have met regularly and worked well together during the year. The aim of the committee is to provide professional development events and networking activities that meet the needs of LEADR members. The committee also has a role to identify any issues of local concern. A number of events were held in 2013 and are listed below.

**CPD and Networking Forums**
Regular events were planned for the year and members were encouraged to attend the LEADR ‘kon gres’ held locally in September. This was the first time that LEADR’s 12th International ADR Conference or ‘kon gres’ was held in a number of capital cities and it was a great success in Sydney.

The events held during the year were varied and the presentations aimed to meet the range of interests and practice areas of members. In August, the LEADR committee facilitated a consultation process of the proposed changes by the MSB to the current National Mediator Accreditation Standards. The presentation was held at IAMA and members were given the opportunity to provide their feedback to the MSB about the proposed changes. All events during the year were well attended and the feedback generally was excellent.

**NSW Chapter and executive webpage**
There is a webpage for the NSW Chapter on the LEADR website. This page details events and opportunities for networking. Many of our Network Forums are podcast and are able to be accessed via the website for those unable to attend.

**Chapter Chair**
Val Sinclair

**Chapter Committee**
Victor Berger (Secretary)
Christine Welsh
Edith Taylor
John Keogh
Nea Goodman
Phil Marchionni
Philip Argy
Philip Martin
Simon Carroll
Sven Bakich
Wendy Locke

**Chapter events**
- February
  The Challenges for Workplace Mediation with Peter O’Brien
- March
  Mediation Horrors and how to Handle them with Alan Limbury
- April
  Franchising Disputes with Nina Harding

*Continued over page*
With thanks
Our thanks to the speakers for 2013 who generously gave their time and support. Their excellent presentations made a valuable contribution to the ongoing professional development needs of our members.

I would also like to thank the members of the Chapter Committee for their time, commitment and support. I wish the committee and members of the NSW Chapter all the best for the forthcoming year.

Val Sinclair
Chair
NSW Chapter

Chapter events (cont’d)

♦ May
ADR and Workplace Injuries” with Sallie Strickland and Carol Churchill

♦ July
CTTT Changes and NCAT with Stuart Westgarth

♦ August
MSB Review of Mediator Standards with Fiona Hollier and Phil Argy

♦ September
‘kong res 2013 held at the Marriott Hotel, Sydney

♦ October
FDR – Developmentally Appropriate Parenting Arrangements with Katie van den Bos and Paul Lodge

♦ November
AGM and Workplace Bullying Disputes with Moira Jenkins

♦ December
Christmas Cocktail Party with ADRA
Once again we have had a busy year presenting number of short seminars with wide ranging topics.

These have been well attended and well received by our members and the wider community of Newcastle mediators. We hope to continue these seminars which assist the local members to obtain points at a local venue and at a minimal cost. While still attending Sydney seminars and presentations the seminars in Newcastle mean we do not have to give up a whole day to enjoy the get togethers.

We are holding our AGM on Thursday 4th December 2013 followed by a free Christmas function which we expect will be well attended.

Quite a large numbers of our members attended ‘kon gres and were very pleased that our President Lyn McLardy received an award for “Commitment to excellence in the practice of ADR”. Congratulations to all the people nominated and to those who received their awards.

OUR BIG NEWS – we are planning a one day Conference to be held in Newcastle on 9th May 2014. We will endeavour to keep the conference fee affordable and have already almost completed the line-up of speakers on topics relevant to everyday practice. We hope that there will be attendees from all other chapters.

We encourage all Newcastle LEADR members to become involved in the Chapter and help us to promote the practice of mediation/ADR in our area.

Lyn McLardy
Chair
Newcastle Chapter
In March 2013 I took over the role as QLD Chapter Chair replacing Katy Russell and Ann Taylor who did an outstanding job as Co-chairs in 2012 by reigniting Chapter activities for QLD after a period of inactivity.

Ann volunteered to stay on the executive as the Secretary and Farley Tolpin took up the reigns as our Treasurer. As a committee, our goal this year has been about extending the quality of continuous professional development (CPD) opportunities with a view to building up to providing a chapter event every second month and the committee is working hard to achieve this. Our committee meets once a month where normal chapter business is discussed as well as the tabling of ongoing CPD opportunities which will be increased moving into 2014.

Presentations and attendance were outstanding at Chapter events and I would like to extend our thanks once again to the presenters.

The QLD Chapter Committee would like to thank Clayton Utz in Brisbane for the ongoing support by providing rooms and resources for our events.

The QLD chapter would like to thank Livingstone’s for their ongoing support by way of a room and resources for our monthly meetings. Thanks must also go to Katy Russell for hosting us.

2013 also saw Queenslanders Tom Stodulka and Cheryl Bryan presented LEADR Practitioner Awards for Significant Contribution to ADR. Tom was presented with the award for Commitment to excellence in the practice of ADR and Cheryl for Promotion of ADR in their communities. Congratulations Tom and Cheryl.

Members of the wider QLD Chapter are encouraged to nominate their colleagues for Practitioner Awards when future nominations are invited. This presents a great opportunity for us to learn more about each other’s areas of practice in order that more of us become ‘nominate-able’.

Finally, thank you to all of the wonderful QLD Chapter members who volunteer their valuable time to assist me on the Committee, your time and effort is very much appreciated.

Carol Bowen
Chair
Queensland Chapter

Chapter Chair
Carol Bowen

Chapter Committee
Ann Taylor (Secretary)
Farley Tolpin (Treasurer)
Janet Barnes
Mieke Brandon
Gerard Butler
Shane Connor
Paul Caves
Maria Graham
Kate Grant
Cheryl Mills
Del-Loraine Kaddatz
Amanda Molomby
Neil Roberts
Katy Russell
Anand Shah
Tom Stodulka
Kaisha Stoker
Joe Veroa
Patrick Wedge
Natalia Wuth

Chapter events
♦ October
Mediating and negotiation from across the Pacific presented by Lee Jay Berman

♦ June
Mediation skills development with CEO Fiona Hollier

♦ November 2013
Applying Neurobiology to Negotiation and Mediation with Jeremy Lack
The South Australian Chapter experienced a productive and successful 2013. This can be attributed to the dedication and enthusiasm of the SA Chapter Committee and the support of our SA Chapter members. I would especially like to acknowledge Charlie Belperio, who acted as Co-Chair until May 2013 and Kerrie Davis, Secretary of the SA Chapter.

The SA Chapter was honoured to be included as a destination in the innovative travelling conference that was ‘kon gres’ this year.

‘kon gres’ provided a wonderful opportunity to bring international ADR presenters to South Australia and to capitalise on the knowledge and experience of our local ADR practitioners and academics.

The SA Chapter Committee worked closely with Fiona Hollier and the staff of LEADR to present ‘kon gres’ and we would like to thank them for their support and guidance. The SA Chapter Committee met regularly to plan and promote ‘kon gres’. The result was an enjoyable and informative event for ADR practitioners in South Australia.

This year LEADR introduced Practitioner Awards for each state. It was with great difficulty that a sub-committee of the SA Chapter Committee conferred two awards from a strong field of nominees. The SA Practitioner Award for Creative Adaptation of Alternative Dispute Resolution to Meet Specific Needs went to Mr Jeremy Moore, President of the South Australian Guardianship Board. Mr Greg Rooney, Private Mediator, received an award for the category of Promoting ADR in their Community.

On behalf of the SA Chapter, I congratulate Mr Moore and Mr Rooney for their contribution to ADR and thank all of the people who participated in the process. It is through Awards that ADR excellence is promoted in the community.

Amelia Taeuber
Chair
SA Chapter
The Tasmanian chapter had a solid year, with several new committee members, regular committee meetings, and three well-attended, highly successful events, confirming that we have a thriving ADR community in Tasmania despite our modest member numbers. We enjoyed a boost in member numbers as a result of the mediation-skills workshop in August.

Our Committee
Our Committee went through some changes during 2013, losing two valued members, Annie Roberts and Naomi Bryant, but enjoying an influx of energy and enthusiasm from the start of the year with new members Leanne Chisholm, Dixie Emmerton, Debbie Dunn and Wayne Johnson coming on board. Our new Committee members made a substantial contribution during the year, attending meetings and networking events, assisting with the program of practice sessions for workshop graduates, and, in Leanne’s case, taking responsibility for arranging our combined Annual General Meeting and Christmas event, to be held on 28 November.

Half-way through the year, Committee Chair Greg Hince disclosed that he had substantial personal commitments including a period of work in Antarctica coming up, and temporarily stepped down from his committee role. Michael Stewart was appointed acting Chair and Deborah Forsyth acting Secretary.

Committee member Dixie Emmerton stands out for her significant contribution during the year, including supplying food for networking events, making her office available for committee meetings, and providing substantial snacks and drinks at those meetings. Dixie has also been a great source of energy and inspiration for the committee with many ideas for events, projects and marketing.

Chapter Networking Events
Louise, Greg and Dixie did a great job of identifying the speakers for our first event on April 9 “Mediation and our aging population”, getting them on board, and coordinating the event. We had a good turn-out, and all panel members proved to be passionate and articulate in their presentations on this current and increasingly important issue.

On 18 June Hobart’s Lord Mayor, Damon Thomas presented on “ADR and Its Practical Uses in Councils”. Alderman Thomas is an engaging and authoritative speaker whose presentation combined formal elements with an informal manner, and he was happy to take
questions throughout.

As the Hobart City Council is not a heavy user of ADR services, the Lord Mayor invited the chapter committee to make a presentation to senior Council officers. On 2 October, after consulting with CEO Fiona Hollier, and with support from LEADR Head Office, chapter committee members Louise Cooper and Michael Stewart did a joint presentation in Council chambers to about 30 Council officers, outlining the origins and function of LEADR, and providing information about the range of conflict management and other services offered by members of the organisation in Tasmania.

The committee acknowledges the efforts of Louise Cooper in organising the Lord Mayor’s presentation, the support of Fiona Hollier and Eric Frudd in approving and promoting the event, and Louise and Michael for planning and presenting to Council on behalf of LEADR and the Tasmanian membership.

In August LEADR Lead Trainer Anne Sutherland-Kelly was in Hobart delivering our annual mediation-skills workshop. Despite the rigours of her daily training schedule, Anne graciously agreed to present on the topic “Making the Private Sessions Work”. Conflict management practitioners in Tasmania get very few opportunities for professional development, and the event was very well attended, by workshop participants, local practitioners and several senior practitioners from the north of the state. Anne’s skill and depth of experience were quickly apparent; her presentation was practical and informative, yet highly sophisticated and her focus in responding to each of the many questions from the audience was impressive. The committee is very grateful to Anne for her generosity in agreeing to address our members during the workshop, and to committee Chair Greg Hince for organising the event.

The committee has actively fostered the twelve graduates of the mediation-skills workshop held in Hobart in August. Chapter representatives were appointed as workshop coaches, and in an effort to demonstrate the benefits of membership, the committee followed up with workshop graduates by organising a series of free practice sessions for those wishing to undertake the video assessment required for accreditation as a mediator. The committee acknowledges member Dixie Emmerton’s generosity in making her office available for several after-hours practice sessions, and for her and staff-member Mieke’s participation as role-players.

We also acknowledge committee member Deb Forsyth’s efforts in arranging access to the Federal Court’s Hobart elegant premises for networking events in April and June.

**LEADR Practitioner Awards**

Acting Chair Michael Stewart is a member of the Australasian Chapter events

- **April**
  - Mediation and Our Aging Population with
    - Ian Fletcher, elder mediator
    - Darren Matthewson, CEO, Aged and Community Services
    - Lucy O’Flaherty, CEO, Glenview Community Services

- **June**
  - ADR and its Practical Uses in Councils with
    - Damon Thomas, Hobart Lord Mayor

- **August**
  - Making the Private Session Work with
    - Anne Sutherland Kelly, LEADR lead trainer
Board of Directors of LEADR, and during 2013 got to play a part in developing and implementing LEADR’s recently-announced Practitioner Awards. The program recognises ADR practitioners across the country who have made a significant contribution to the development of the discipline.

The Tasmanian chapter Awards sub-committee included Greg Hince, Louise Cooper, Michael Stewart and Deborah Forsyth, assisted by national Board member Adam Butt.

The successful nominee was academic and author Dr Olivia Rundle of the University of Tasmania, who joined a stellar group of recipients form across Australasia.

The award is a handsome trophy known in New Zealand as the “LEADR Diamond”, and its physical form represents the diamond-shaped process used by LEADR-trained mediators. Olivia was amongst the Tasmanian contingent who attended ‘kon gres in Melbourne, and her award was presented in person at ‘kon gres by two members of the Australasian board.

‘kon gres 2013
A group of Tasmanian practitioners attended ‘kon gres in Melbourne this year, and benefitted from a dynamic, diverse and compelling program. The Committee congratulates LEADR, and in particular CEO Fiona Hollier, for organising a well-attended and successful event that was presented successively in New Zealand and several states of Australia.

The Year Ahead
The Chair of our committee has already received several nominations from practitioners wishing to serve on the committee in 2014, including founding committee member and past Chair Louise Cooper. We look forward to a year of fresh ideas for supporting Tasmanian members of LEADR in their professional development and networking opportunities.

The Tasmanian chapter of LEADR is numerically small, but our state’s ADR community is vibrant, active, and committed to the practice and promotion of the discipline. I believe our goals for the coming year should include working to maintain that vigour and momentum, both as a committee and as individuals, finding ways for LEADR to offer more value to the local membership, seeking out marketing and employment opportunities for our members, increasing and supporting the Tasmanian membership, engaging more with the organisation at a national level to secure more benefits for Tasmanian members, and persuading the Board that Tasmania should be among the Australian host cities for ‘kon gres 2015.

Michael Stewart
Acting Chair, Tasmanian Chapter
As Chair of the Victorian Chapter of LEADR it is my pleasure to present the 2013 Chapter annual report to members.

The year in reflection
2013 has been an extremely busy, exciting and highly productive year for the Victorian Chapter. I can assure you that the Victorian Chapter has a vibrant, diverse and engaged ADR practice community and that the Chapter Committee has worked hard to continue to contribute to the ongoing professional development of members and the broader ADR community.

Fulfilling our objectives
Development and Networking Programs: In 2013 our program for members (and the ADR community), supported by our panel of excellent speakers provided six professional development events. Our events are also structured to provide for members to network and meet with ADR colleagues:

2013 Events
Our well attended development and networking events consistently received excellent feedback from attendees. Once again we thank our speakers for contributing their time and expertise to the Chapter and the Victorian ADR community.

Special Interest Group
An exciting development for the Chapter in 2013 was the establishment and launch of LEADR’s first special interest group (SIG) in Australia. The SIG was developed following our 2012 member’s survey and strong interest from ADR professionals working in the statutory sector. The SIG will operate as a sub-committee of the Vic Chapter Committee to ensure our program for members is coordinated. Dr Grant Davies, Victoria’s Acting Health Services Commissioner and Lynne Coulson-Barr, Victoria’s Deputy Disability Services Commissioner, both LEADR members, jointly accepted the role of Chair of the SIG and joined the Vic Chapter Committee in August 2013. The inaugural SIG event will be held early 2014 and planning is well underway.

Governance framework: Whilst the Committee works within the auspices of LEADR’s Constitution we also have a Victorian Charter developed in 2012. The Committee continues to develop the Charter, which is evolving, into the governance manual for the
Committee and SIG work, also supporting the work of successive Committee’s and orientation of new Committee members.

**Finance practices:** Additionally the Committee worked hard to ensure we operate with professional and robust practices managing the finances for events so that the Chapter is self-funding and able to offer a quality programs at CBD venues at low cost to members. A varied, challenging and rewarding work plan is guaranteed for all Committee members!

**Seeking sponsor(s):** We are actively looking for sponsorship for the Victorian Chapter to provide us with a CBD ‘home’ for our events. This would assist us to continue to charge a minimum fee for event attendance as well as provide our sponsor(s) with some reciprocal benefits. Should your organisation have suitable premises for hosting Chapter events, we would appreciate hearing from you accordingly. Please contact Jeanette Kinahan on 0418 554 129.

**2013 Committee**

The Victorian Chapter Committee has a long standing history of dedicated, voluntary service on behalf of members. The work of the Committee in 2013 included (in brief) planning, organising and hosting five professional development events; planning and hosting the 2 days of 'kon gres'; selecting the LEADR Victorian Practitioner Awardees; and working with our colleagues in LEADR’s Head Office to represent the professional development interests and views of Victorian members.

I would like to thank each and every member of the Committee on behalf of the Chapter for their outstanding contribution in 2013. I have particularly appreciated the camaraderie, professionalism and collegiality that underpin Committee participation.

**Retiring Victorian Chapter Committee members**

Sally Wiencke is retiring at the completion of 2013 having served on the Committee for 10 years. Sally has held numerous Committee roles including Liaison Person, Chair, and Vice Chair. All of us have benefited from Sally’s contribution to our professional development over many years.

Adelaide Barbon retired in May 2013 having served 18 months on the Committee including holding positions of Assistant Treasurer and then Treasurer.

**Chapter events**

- **March**
  The management and mitigation of professional risk: Insurance and other essential tools with Chris Ristevski from Aon Risk Services Australia

- **May**
  Exploration of confidentiality in mediation with Brenda Cooke, Catherine Smith and Anne Sutherland-Kelly

- **July**
  Exploration of narrative, evaluative, transformative and blended processes in mediation with Prof Tania Sourdin, Jim Cyngler and Lynne Coulson-Barr

- **September**
  'kon gres 2013 - with over 20 professional development presentations over 2 days

- **November**
  The National Mediator Standards and the Mediator Standards Board -- The Journey so far.... and the Future with Anna Lee Cribb Director, Mediator Standards Board

*Continued over page*
On behalf of the Chapter, I’d like to thank Sally and Adelaide for their dedication and support of the Chapter.

2014 at a glance
The Committee has already turned its collective energy to 2014! Our early plans include (amongst others):

• into your diaries - to be released early 2014
• providing an excellent program of speakers and events consistent with members expressed professional development needs
• Undertaking a further members survey – August 2014, to inform the work of the Chapter and program of events for 2015
• Continuing to develop the Chapter’s Committee governance manual
• Identifying a ‘sponsor’ to host the Chapter’s future events
• Introducing a calendar of events (both Chapter and Special Interest Group) with advance notice of event dates to schedule

On behalf of the Victorian Chapter of LEADR, I submit this report to members with thanks for your ongoing support and valued contribution over the year.

Jeanette Kinahan
Chair
Victorian Chapter
I would like to begin by thanking the members of the committee - Gene Banducci, Sarah Blake, Graham Castledine, John Christo, Michael Ford, Margaret Halsmith, Rowena Hodgson, Karene Primrose and Jasmine Rhodes - for their work during the year.

Thanks in particular to Karene Primrose and Jackson MacDonald for their continued support of LEADR in WA. It is with their generous support that we have hosted networking events and committee meetings during the year.

I am sad to announce the retirement of Graham Castledine from the committee after eight years. Graham is one of the most recognisable faces of mediation in the state and has made a tremendous contribution to the awareness and acceptance of ADR in WA. Graham continues his role of ADR ambassador as part of the Law Society’s ADR committee.

My thanks to Margaret Halsmith, who has once again made her mediation rooms available for chapter committee meetings. Margaret has also continued to help prepare participants for LEADR accreditation. She also continues to represent the interests of WA members in her roles as Chair of LEADR, a member of NADRAC and as the Deputy Convenor of WADRA.

'kon gres 2013
In September, 'kon gres 2013 came to Perth. Alongside international speakers Bernie Mayer and Myrna Lewis, members heard from ADR experts from across the state, Australia and New Zealand.

Accredited mediators had the opportunity to gain 10 hours of Continuous Profession Development, while lawyers stood to gain a potential 3.5 points.

Thanks, once again, to Jackson MacDonald for sponsoring member drinks during 'kon gres 2013.

Other events
There were three other networking events in 2013. In May, LEADR CEO, Fiona Hollier, provided members with the opportunity to explore the extent to which ADR, the law and justice influence one another and the potential for change during the next decade.

In July, Nicoletta Ciffolilli challenged members with scenarios depicting ethical problems that have or could arise in mediation, including the practicalities to be considered when making decisions in response to such problems.

In October, Wendy Franklin showed members how mediators around the world are using social media to connect and
collaborate with clients and colleagues at home and abroad.

The WA Chapter also continued to support the SCRAM school mediation competition.

On behalf of the committee, I’d like to encourage members to offer suggestions of other presenters you’d like to hear from or subjects about which you would be interested to hear more.

**LEADR national**
In addition to hosting ‘kon gres in five cities in New Zealand and Australia, LEADR also undertook a major re-structure of its organisation in 2013. The Australian and New Zealand entities merged and will remain focused on furthering the interests of members throughout Australasia.

LEADR hosted five-day mediation workshops in Perth in May and October in 2013. Chapter members hosted a mediation demonstration for participants in October. Thanks to Margaret Halsmith for mediating and John Christo for role playing. LEADR also held two video assessment sessions for accreditation in WA.

**Christmas drinks**
On 3 December 2013, the chapter will be hosting Christmas drinks for members at The Stable Bar in Perth. We hope you can join us to celebrate the year gone and the year ahead.

As my time as chair ends, I would like to thank members for their ongoing participation in chapter events. I look forward to seeing you during 2014.

Wendy Franklin
Chair
WA Chapter

**Chapter events**

- **May**
  - ADR, the law and justice in the Australian community with Fiona Hollier

- **July**
  - Mediator Ethics: How to avoid unleashing the wild beast upon the world with Nicoletta Ciffolilli

- **October**
  - Social Media for Mediators with Wendy Franklin