

Syllabus for January 26, 27 & 28, 2017 Three Day Collaborative Divorce Interdisciplinary Team Training – Fundamentals And Beyond!

In 2003 an interdisciplinary team of legal, financial and mental health professionals founded Collaborative Divorce Solutions of Orange County (CDSOC). These pioneering professionals were passionate about offering the Collaborative Divorce process to families experiencing divorce and they embraced the full team interdisciplinary model, requiring for CDSOC practice group membership a three-day interdisciplinary training that included not only “book learning” about the practice called Collaborative Divorce, but also the hands on practice of the information and skills they were learning.

During the ensuing years a number of CDSOC’s founders continued to train with various training teams around the United States and Canada and in 2009 these trainers founded the Collaborative Divorce Education Institute, Inc. (CDEI) to inspire professional excellence by offering beginning, intermediate and advanced trainings throughout Southern California, at the Collaborative Practice of California (CP Cal) annual statewide conferences, known as the CP Cal Celebrations, at the annual conferences of the International Academy of Collaborative Professionals as well at other conferences such as those of the Association of Family Conciliation Courts.

For Intermediate and Advanced practitioners: The skills you will learn in this training will not only refresh your awareness of the basic protocols and interactions of a full interdisciplinary team of collaborative professionals, it will also extend your toolbox by:

1. developing a deeper understanding of informed consent, and how it works for the client and for the professional,
2. providing you with revised protocols and best practice forms, and
3. equipping you with the next generation thinking of how to get clients to agreement readiness.

“Fundamentals and refresher: Never doubt the power of a refresher or advanced course! The material will meet you in new ways each time.” Gary Friedman, Founder – Center For Understanding in Conflict.

The nine trainers who are providing this Three Day Collaborative Divorce Interdisciplinary Team Training, are highly skilled, very experienced practitioners and trainers, who have served on interdisciplinary teams that have successfully completed over 100 Collaborative Divorce cases. Below is an overview of the teaching points of the training.

Teaching points:

- Attendees will hear, see and be able to practice how a collaborative divorce case works.
- Attendees will learn the paradigm shift in your respective professional role.
- Lawyers, we will challenge everything you learned in law school and in litigation practice; advocacy goes beyond getting everything you can under the law for your client, to now putting your clients' personal, financial and social goals at the forefront. We will discuss this relative to the ABA rules of professional conduct.

It is no longer your job to decide what the win is for your clients – instead your clients will define what is important for their family and what the best outcome can be.

- Neutral Financial Specialists, you will learn about the paradigm shifts in your professional role and how you will be instrumental in bringing clients to agreement readiness. It is no longer your job to give answers and tell the clients what they should do – instead you will educate the clients so that they can make informed decisions.
- Mental Health Professionals, you will learn the paradigm shifts that must occur for you to be effective in your role as either Divorce Coach or Neutral Child Specialist. It is no longer your job to make an assessment, diagnosis and treatment – instead you will be using your therapeutic and coaching skills to assess the adjustment and needs of children and to assist them to find their voice, if you are serving a Neutral Child Specialist, and, if you are serving as a Divorce Coach, to assist adult clients to create their goals, manage their emotions, learn new ways to communicate, stay present and engaged in the process and bring their highest selves to the meetings – all that is the foundation for effective decision making and co-creating durable agreements.
- All three disciplines will learn active listening, coaching skills and digging for the true interests. The issue is rarely the issue.
- Attendees will learn how to work as an integrated team with professionals of other disciplines, while maintaining your rules of professional conduct and best practices.
- Attendees will understand how the tools they are learning will facilitate litigation, mediation and co-mediation cases as well.

o Teaching points:

- Efficiencies, synergies and competencies that occur when you work in multidisciplinary teams;
- Breaking down client's needs and concerns by and with legal, financial and emotional components of every need and concern;
- Learn to direct clients to learn how to use the appropriate resource for their need, concern, interests and values;
- Refrain from being the "middle man" or creating dependency on the professionals – create independence to know which professional to turn to;

- Learn how to create a “safe container through the professionals” so that the clients can successfully reduce conflict, identify their needs, interests and values and so that the professionals can direct the clients to the resources to help them solve their problems. It’s the Clients’ problem to solve.
- Learn that our language matters and how to take the war out of the words.
- Attendees will learn a brief evolution of Collaborative Divorce Practice.
- Attendees will learn about the new paradigm of divorce, i.e., putting down the tools of adversarial work and picking up the tools of peacemaking – What are the core tenets and components of Collaborative Divorce, for the professionals and for the clients? How do the two neutral professionals assist clients to become agreement ready?
- Attendees will learn the four phases of the Collaborative Divorce Interdisciplinary team process
- Attendees will observe demonstrations of and then practice table exercises about:
 - Game theory as a predictor of party/professional competition versus cooperation, positional versus interest base bargaining, flexibility versus impasse.
 - Initial orientation with a prospective client: The language shift, the understanding the roles of the professionals, the understanding the client’s goals, concerns and interest, the education of the client re risks and benefits.
 - Initial professional team conference call after all members of the professional team have been retained.
 - How the professional team develops the Professional Team Statement of Highest Intentions.
 - How the Professional Team choreographs and facilitates the Collaborative Commitment Agreement signing meeting, 3-way client-lawyer- coach meetings, neutral child specialist 5way feedback meetings, neutral financial specialist 2-way, 3-way, 4-way and 5-way meeting as needed, and the full team evaluating options and co-creating agreements meetings.
 - Educating clients about becoming “agreement ready” and how all of the Professional Team members are an integrated part of this process.
 - Common issues that can derail a case.

- Developing their “elevator speech” about Collaborative Divorce.
- In break-out groups by discipline, as well as in large group meetings, attendees will learn about their ethical obligations.