

**Rebecca M. Picard, J.D., L.L.M.**  
**Mediator Qualifications**

**Education and Mediation Training**

Full semester law school class on negotiation, mediation and arbitration, 1981-1982

J.D. Willamette University College of Law, 1982

L.L.M. University of Virginia School of Law, 1983

30 Credits in graduate psychology classes; Alfred Adler Graduate School, 1993-1998  
(4.0 GPA)

The Coaches Training Institute Core Courses (116 hours) 2003

More than 400 hours of mediation training including 1981 law school training, 20-hour Bill Lincoln Training, 40-hour divorce mediation trainings through the American Arbitration Association (1992) The Mediation Center (1993) and Erickson Mediation Institute (1996), Mediation and Family Law Conferences every year through organizations such as Association for Conflict Resolution, AFCC and Minnesota CLE

**Relevant Work Experience**

1983-1988: Associate Attorney at Garvey, Schubert & Barer, Seattle, Washington  
extensive litigation experience including employment cases

1993-1997: Mediator (1993 - present), Family Law Attorney (1995-1997), Advocate for fathers through the non-profit Father's Resource Center (1994-1996)

1998 - April 2000: Full time mediator at Erickson Mediation Institute; family, employment and some civil cases

April 2000 - Present: Mediator and Negotiation Coach

Mediated hundreds of cases

Panelist: AAA Commercial Arbitrator's Panel, U.S.P.S. REDRESS Program  
mediator, qualified neutral under Minnesota Gen. R. Practice #114

Licenses: Licensed to practice law in the State of Washington and the State of Minnesota

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**Sample Presentations on Mediation and Negotiation**

<b>Date</b>	<b>Course Title</b>	<b>Sponsoring Organization</b>	<b>Hours</b>
April 1994	"The Role of Feelings in Mediation"	MN SPIDR (Society for Professionals in Dispute Resolution)	1.5 Hours
5-12 and 10-20 1995	Enhancing our Skills: A Deeper Look at Impartiality, Communication Skills and Creativity in Mediation	peacemaker	6 Hours each presentation
7-6-98	Advanced Certified ADR Training; Ethics Section	Minnesota CLE	1.5 Hours
10-30-98	Divorce Dynamics for Mental Health Professionals; What Therapists Need to Know About the Legal Divorce Process	Erickson Mediation Institute	45 Minutes
Various Dates 1998 - 2000	Divorce Mediation Training - various segments	Erickson Mediation Institute	1 Hour each training
5-1-99	Panel on Court-annexed ADR Programs	ABA ADR Institute in Boston	1.5 Hours
5-7-99; 7-10-99	Beyond Competence; Riding the Wave to Mediation Magic	MN SPIDR AFM (Different Dates)	2 Hours 1.5 Hours
11-08-99	Shifting from Courtroom Advocate to Mediation Representative	Minnesota CLE; ADR Institute	2 Hours
1-21-2000	Making the Most of Mediation	Minnesota Institute of Legal Education	1.5 Hours
3-31-2000	Chair and Panel Moderator, Ethics for Mediators and Attorneys in Mediation	Minnesota CLE	3.5 hours

4-7-2000	How to Prepare Yourself and Your Client for the Mediation Table	ABA ADR Institute, San Francisco, California	1.5 Hours
July, 2000	Challenges to Self-Determination	Academy of Family Mediators	1.5 Hours
10-30-2000	Co-chair, Planning Committee for 3rd Annual ADR Institute	Minnesota CLE	7.00 Hours
1-24-1-30 2001	40-Hour Family Mediation Training	Mediation Center & Hamline Law School	40 Hours
4-27-2001	Panel re. The Core Value of Self-Determination	ABA Dispute Res. Institute	1.50 Hours
10-22-2001	Preparing Clients for Family Mediation (Also Institute Co-Chair)	MSBA ADR Institute	1.00 Hour
6-19-2003	Panelist: Avoiding Pitfalls and Enhancing Benefits of Mediation	MSBA Convention ADR Section	1.50 Hours

### **Contributions and Organizations**

Past Chair, Alternative Dispute Resolution Section of the Minnesota State Bar Association, 2000-2001

Co-Chair, Minnesota CLE 3rd & 4th Annual ADR Institutes, October 2000 and October 2001; Planning Committee for 5th Annual ADR Institute, October 18, 2002

Advanced Practitioner Member, Association for Conflict Resolution

Board Member, Minnesota Chapter of the Association for Conflict Resolution 2001-2002

Former Practitioner Member and Ethics Committee Member, Academy of Family Mediators; Former Member, Society for Professional in Dispute Resolution (International and Minnesota Chapter) (Now "Association for Conflict Resolution")

MN Supreme Court Task Force on Visitation & Child Support  
Member, 1995 - 1996

Minnesota Citizen's Council on Crime and Justice; Victim Offender Mediator 1993-1997