

**ODE/COSA Fall Pre- Conference for Special Education
Administrators**

Engaging Challenging Conversations

Wednesday, October 1, 2014

9:00 AM - 4:00 PM

"One incontrovertible finding emerges from my career spent working in and around schools: The nature of relationships among the adults within a school has a greater influence on the character and quality of that school and on student accomplishments than anything else."

~Roland Barth

Conflict is inevitable. The choices we make individually and collectively when faced with conflict determines whether it will be a negative or positive influence. Leaders often report that the ability to navigate conflict and to facilitate challenging conversations determines personal and organizational success and is often their greatest challenge.

Register Today for an excellent learning opportunity!!!

Learning Outcomes

- Introduce a framework for understanding the dynamics of difficult conversations along with strategies for improving personal and organizational effectiveness.
- Introduce an ODE initiative for building individual and collective capacity for effectively navigating challenging conversation.
- Engage personal and organizational participation in this initiative.

Target Audience: Superintendents, Central Office Administrators, Program Supervisors, Building Administrators, Teachers ESA personnel.

Presenters

Greg Abell

Greg is the Principal at Sound Options Group, LLC, a Conflict Engagement firm. In this role he coordinates the design, implementation and delivery of all services. His particular area of expertise is in assisting agencies, organizations and communities in designing and implementing systems for more effectively engaging conflict, and facilitating productive and collaborative work environments. As a professional mediator, he has 20+ years experience mediating highly contentious, multi-party community and institutional disputes. He has the ability to weave this experience into his consulting and teaching as he assists individuals and organizations in collaboratively navigating conflict and change. Sound Options Group, LLC:

- Administrative Agent to the Office of the Superintendent of Public Instruction for Washington State and Department of Early Learning to provide Mediation in Special Education.
- Consults nationally in the design and delivery of Conflict Engagement resources.
- Senior Consultant to Consortium for Appropriate Dispute Resolution in Special Education.
- Partners with Georgetown University Center for Child and Human Development and Change Matrix in the Collaborations LAB.

Karen Hannan

Karen is the Owner of Possibilities, Inc, a company that provides leadership and life coaching, mediation, training facilitation, and consultation focusing on change management and conflict engagement for teams and organizations. She has been a mediator and has provided conflict resolution training and facilitation services for over 20 years. She completed a conflict coaching program in 2004, a life coaching program in 2009, and has coached leaders in education, government, non-profits and private business. Karen is certified to give the EQ in Action profile, the Hogan Leadership Inventories, the Immunity to Change Workshop, and the Conflict Dynamics 360 Profile. She is on the coach rosters for OHSU and Standard Insurance, the facilitator and mediator rosters for Oregon state agencies, and the mediator roster for the Oregon Department of Education. She has taught facilitation, conflict resolution, and facilitating consensus processes at the U of O School of Law, PSU, and OSU.