

**MONDAY, JUNE 9, 2008**

**● Monday Morning**

**Show Me The Money! Costing the Labor Agreement**

*(This workshop is repeated Tuesday afternoon.)*

Many bargaining team members are unsure how to truly cost a labor agreement. They are unfamiliar with what should and should not be included; how calculations are made; and how to determine the cost of economic proposals. This session will explain in simple terms how to do this essential part of negotiations.

Presenter:

**Moira J. Kelly**, *Kelly Consulting, LLC., New Berlin, WI*

**Leadership Re-Think: How to Claim and Polish the Leader Within You**

Leadership is not what it used to be. Leadership is now defined by a new era. A resulting re-thinking of leadership offers new solutions, grounded in communication, people and inspiration.

Presenter:

**Stephen Gower**, *The Gower Group, Inc., Toccoa, GA*

**The FMCS Roster of Arbitrators**

This session will discuss the requirements to become an arbitrator on the FMCS roster and key rules for parties who use the Agency's arbitration services.

Presenters:

**Vella M. Traynham**, *FMCS, Washington, DC*

**David Weinberg**, *FMCS, San Francisco, CA*

**■ MSPB Mock Mediation (Federal Sector Track)**

The U.S. Merit System Protection Board Mediation Appeals Program (MAP) offers the services of its certified mediators as an alternative to formal adjudication. Here, MSPB staff demonstrate the mock mediation of an adverse action appeal, displaying the dynamics and techniques designed to enhance the likelihood of an effective resolution.

**Working Hard at the Labor-Management Relationship — Waukesha Engine's Story**

A 12-week strike in 2003 placed the future relationship between the union and the company in serious peril. Listen to how members of the bargaining committees of both parties grew to appreciate what took place in the "past" as they "look forward" to the future.

**The New Manifesto**

With the assistance of an FMCS mediator, Akron General Medical Center and the Ohio Nurses Association were able to significantly improve their labor-management relationship by using a creative and innovative approach to collective bargaining negotiations.

**How To Be an Effective Advocate in an Arbitration Hearing**

As an advocate in a labor arbitration hearing, learn how to construct and present a highly effective arbitration case. Design a Theory of the Case and discover how it drives your entire case from the Opening Statement, Direct Examination and Cross Examination through the Closing Argument.

**Curing 21st Century Workplace Dysfunction: New Visions for Mediation, Facilitation and Coaching**

This workshop will examine what happens when 21st century organizations cease to function effectively. Discussions will focus on the benefits of employing organizational assessment and evaluation coupled with a blend of mediation, facilitation and coaching to address workplace challenges. This is a hands-on, interactive workshop using videos and case studies.

**■ Working Parents for a Working New York: A Labor-Management Project Funded by the New York City Council (Public Sector Track)**

Does employer-provided financial assistance for child care expenses make a difference in time and attendance, worker retention and morale? Does it reduce disciplinary actions? Hear how this innovative project affects workers and management.

**It's All About Relationships: Designing a Successful Labor-Management Committee**

Labor-management committees can benefit from training to become effective, collaborative and strategic. This interactive workshop will cover the design, implementation and results of New York's Labor-Management Co-Chair Leadership Institute, attended by more than 50 co-chairs from eight New York state agencies. Workshop participants will sample activities from the Institute sessions.

**● Monday Late Morning**

**Maximizing the Potential of Interest-Based Approaches to Bargaining: Getting Results Without Getting Stymied by the Process**

The workshop will discuss how practitioners can get the most out of their interest-based bargaining efforts without "over engineering" the process. The presenters will examine each phase of the collective bargaining process and will engage attendees in a discussion of the tools and techniques that are most effective in each of these stages.

Presenters:

**Gary Bergel**, *Restructuring Associates, Washington, DC*

**Mike Gaffney**, *Restructuring Associates, Washington, DC*

**John Stepp**, *Restructuring Associates, Washington, DC*

**The Focus Crisis: What Do They See When They See You Coming? (This workshop is repeated Monday afternoon.)**

New approaches to nurturing focus, with attention to the power of perception, "traveling by detour" and "direction, discipline, delight."

Presenter:

**Stephen Gower**, *The Gower Group, Inc., Toccoa, GA*

**■ Diversity From the Inside Out: A New Approach to Workforce Cultural Competency (Public Sector Track)**

True diversity is more than race and gender issues. It starts from the inside out. With the help of a grant from the FMCS, the Milwaukee Fire Department and Milwaukee Professional Fire Fighters' Association, Local 215, IAFF designed and implemented a unique cultural competency training program that is the first of its kind in the fire service. They will share what they did, how it worked and what they learned.

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| <b>TRACKS</b> | <b>■ FEDERAL SECTOR</b> | <b>■ LERA</b>          |
|               | <b>■ INTERNATIONAL</b>  | <b>■ PUBLIC SECTOR</b> |