

ADR IN THE WORKPLACE:

A View from Inside Corporate America

PROGRAM HIGHLIGHTS:

- Why You Should Use Alternative Dispute Resolution (ADR)
- Hear the Inside Story on Implementation of ADR Systems in 4 Major National Corporations
- How to Measure the Success of Your ADR Program
- Nuts and Bolts of Designing and Implementing the Internal ADR Program
- Marketing Your ADR Program to Upper Management and Getting Buy-in from Stakeholders

WHO SHOULD ATTEND:

- In-house Counsel
- Corporate Counsel
- Corporate Management
- Human Resources Professionals



LIVE IN DENVER:

OCTOBER 25, 2007

At the CBA-CLE Classroom, 1900 Grant Street, Suite 300

VIDEO REPLAYS:

NOVEMBER 28, 2007

Denver, Colorado Springs, and Grand Junction

Submitted for 4 General CLE Credits

**Practical,
1/2 Day Program!
Real-world, Proven
Strategies for ADR
Success!**

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*CBA-CLE and the
CBA ADR Section
acknowledge
the generous
sponsorship of this
program provided
by the Colorado
Chapter of the
Association of
Corporate Counsel
and Colorado
Law Week.*

THANK YOU!

This program is a must attend for in-house counsel, executives, and human resources professionals!

Employment disputes continue to interfere with workplace productivity, draining both financial and human resources. The cost of the defense of a wrongful discharge action typically exceeds six figures. The productivity loss associated with responding to EEOC charges, lawsuit allegations and discovery, preparing for trial and managing public relations when an employer has been sued are incalculable.

In this program, you will learn how to implement an ADR program that will help control costs and risks associated with employment related disputes. The program includes real-world examples of successful ADR programs.

Halliburton Assistant General Counsel William L. Bedman is the program's key note speaker and will address the success of the ADR program that has been in use by Halliburton since 1992. Halliburton has not been party to an employment lawsuit in over 15 years!

Also featured is **Richard Ross, Senior Associate General Counsel for Anheuser-Busch**. Mr. Ross led the team that developed and implemented the Anheuser-Busch Dispute Resolution Program and is a frequent speaker on ADR in the workplace. He will provide critical "how-to" information for implementing a successful ADR program.

Bill Baum, General Counsel for Intrawest Colorado, and **Mark Hines of MolsonCoors**, will provide insights into the design, implementation, and success of their companies' ADR programs.

The program concludes with a panel discussion on the best methods for marketing your ADR program to upper management, as well as tips for getting buy-in from all of the stakeholders in the program. **Ms. Francy S. Milner, Esq., of the Leeds School of Business, University of Colorado**, will join our other distinguished faculty on this panel.

Increasingly, companies are using effective, well-designed ADR programs to resolve grievances quickly, lower costs, improve employee morale, and increase productivity. Attend this informative program and find out how to create and administer a successful, effective ADR program at your company!

PROGRAM AGENDA:

8:30 am Registration

9:00 am **Welcome and Introductions**

*Extended by Kathryn E. Miller, Program Chair and Brock R. Wood, CBA-CLE
Program Attorney*

9:05 am **Halliburton: An ADR Success Story**

- Why Halliburton implemented its ADR program
- How Halliburton measures the benefits its program creates for the employer and the employees
- Enjoying success: Halliburton's significant drop in employment claims since implementing its ADR program
- Using consultants to help design and implement the program
- Creating an enforceable, mandatory program

Presented by William L. Bedman

9:55 am **Nuts and Bolts of Designing and Implementing the Internal ADR Program**

- Examining the different types of ADR programs
- Selecting program options
- Tailoring an ADR program to your organization's culture and structure
- Creating a training program to support ADR
- And more!

Presented by Richard R. Ross

10:50 am **Break**

11:05 am **Colorado Experiences with ADR Programs: Intrawest and MolsonCoors**

William J. Baum, Jr., of Intrawest Colorado, and Mark Hines of MolsonCoors provide close-up views of two successful ADR program implementations in the real-world.

Topics include:

- Selecting the appropriate options for your ADR program
- Measuring the benefits received from your ADR program
- How the MolsonCoors peer review disciplinary system works and the benefits MolsonCoors receives from the system
- An overview of the MolsonCoors "Resolve" conflict resolution system

Presented by William J. Baum, Jr. and Mark Hines

12:00 pm **Marketing Your ADR Program (Panel Discussion)**

- Getting upper-level management buy-in
- Building support for the program with key personnel (achieving "critical mass")
- Selling the program to the rank-and-file and strategies for increasing acceptance upon roll-out

*Panelists: William J. Baum, Jr., William L. Bedman, Mark Hines, Francys S. Milner,
and Richard R. Ross*

Moderator: Kathryn E. Miller, Program Chair

12:55 pm **Adjourn**

FACULTY AND PLANNING COMMITTEE:

FACULTY:

William J. Baum, Jr.

General Counsel and
Assistant Secretary
Intrawest Colorado
Winter Park, CO

William L. Bedman

Assistant General Counsel
Halliburton Company
Houston, TX

Mark Hines

Director of Human
Resources - Employee
Relations/HR Supply Chain
MolsonCoors Brewing
Golden, CO

Francy S. Milner, Esq.

Instructor and Associate
Director, Curriculum
Emphasis on Social
Responsibility
Leeds School of Business
University of Colorado
Boulder, CO

Richard R. Ross

Senior Associate
General Counsel
Anheuser-Busch Companies
St. Louis, MO

PLANNING COMMITTEE:

Kathryn E. Miller, Esq.

(Program Chair)
Littleton Alternative Dispute
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Littleton, CO

Dirk Biermann, Esq.

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- Denver:** CBA-CLE Classroom, 1900 Grant Street, Suite 300
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