

GUEST SPEAKER

JOHN LANDE

John Lande is the Isidor Loeb Professor Emeritus at the University of Missouri School of Law. He previously directed its LLM Program in Dispute Resolution. He earned his J.D. from Hastings College of Law and his Ph.D. in sociology from the University of Wisconsin-Madison. He began practicing law and mediation in California in 1980.

The American Bar Association published his books, *Lawyering with Planned Early Negotiation: How You Can Get Good Results for Clients and Make Money* and *Litigation Interest and Risk Assessment: Help Your Clients Make Good Litigation Decisions* (with Michaela Keet and Heather Heavin).

He developed the Real Practice Systems (RPS) Project to help practitioners, scholars, and students better understand and improve dispute resolution practice. He created the RPS Negotiation and Mediation Coach (RPS Coach) artificial intelligence (AI) tool based on RPS Theory.

A prolific scholar, he has received numerous awards for his work, including the American Bar Association Section of Dispute Resolution’s Award for Outstanding Scholarly Work.



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The 2026

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The 2026 ADR Institute Welcomes –

JOHN
LANDE

University of Missouri
School of Law
Columbia, Missouri



John Lande delivers the keynote
address:

*The AI Productivity Paradox: Saving
Time Takes Time*

Plus, insightful presentations
on family law mediation, mass
arbitrations, the 2026 case
law update and more!

ATTEND IN PERSON
FRIDAY, OCTOBER 30, 2026
Minnesota CLE Conference Center
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Wednesday, November 18, 2026

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The 2026

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ATTEND IN PERSON
FRIDAY, OCTOBER 30, 2026

8:30 a.m. – 9:00 a.m. CHECK-IN & CONTINENTAL BREAKFAST

9:00 – 9:05 a.m.
Welcome and Announcements
– Kaori Kenmotsu, MSBA ADR Section Chair

9:05 – 10:05 a.m.
The AI Productivity Paradox: Saving Time Takes Time
Artificial intelligence can help professionals analyze information more effectively, communicate more clearly, and work more efficiently. Yet many experienced mediators feel too busy to invest the time needed to learn how to use AI responsibly and effectively. This creates an AI productivity paradox: delaying the learning process may postpone the very benefits that could save time and improve practice. This presentation will acknowledge many legitimate concerns about AI, particularly the time required to learn how to use it, risks about disclosing confidential information, and uncertainty about how much practitioners can trust the results. The learning process can feel like an additional task layered on top of an already overloaded schedule. Participants will learn how they can use AI to exercise professional judgment, stimulate creativity, and enhance productivity while maintaining appropriate human oversight – and even increase enjoyment of their work.

– John Lande

10:05 – 10:10 a.m. BREAK

10:10 – 11:10 a.m.
2026 Case Law Update – Featuring the ADR Institute Players!
– James R. Coben

11:10 – 11:15 a.m. BREAK

11:15 a.m. – 12:15 p.m.
What Experienced Mediators Actually Do: Real Practice Systems Theory and the Reality of Mediation Practice
Traditional mediation theories – such as facilitative and evaluative mediation – often focus only on what mediators do during mediation sessions and classify practice based on whether mediators express opinions, predictions, or recommendations. These theories provide oversimplified descriptions of what mediators actually do. This presentation will introduce Real Practice Systems Theory, a framework reflecting the reality that every mediator develops a unique practice system shaped by personal values, goals, experience, knowledge, routines, and responses to recurring challenges. Drawing on research, practitioner interviews, and practical checklists, the session will describe what mediators actually do before, during, and after mediation sessions. Participants will learn how this framework can help them enhance mediation quality, client satisfaction, and professional development.

– John Lande

12:15 – 1:15 p.m.
LUNCH BREAK (provided by Minnesota CLE)
Join your fellow attendees at Fogo de Chao in the City Center for lunch. Enjoy the Market Table, which features more than 40 tasty options, plus refreshing beverages and casual conversation with colleagues in a relaxed setting.



1:15 – 2:15 p.m.
BREAKOUT SESSION A

01
Using AI to Help People Make Good Decisions in Mediation: A Demonstration of RPS Coach
Artificial intelligence is rapidly becoming part of professional practice, but many dispute resolution professionals are still figuring out how to use it effectively and responsibly. This interactive session will demonstrate how AI can be used to promote preparation, communication, and good decision-making in mediation. Using the Real Practice Systems Negotiation and Mediation Coach – “RPS Coach” – participants will see it in action based on audience-generated prompts. RPS Coach is an AI tool designed to help mediators, attorneys, and parties prepare for and participate in negotiation and mediation. It is a public service available for free. The session will demonstrate practical techniques for using AI as a thinking partner to help mediators plan, intervene, and learn within their individual practice systems. Participants are encouraged to bring questions, scenarios, and challenging situations for discussion and demonstration.

– John Lande

02
How Therapist Mediators Handle Difficult Parties and Strong Emotions
– Jordan Hart, Ph.D.
– Deb Link
– Matthew Shore

03
AI Decision Making in ADR
– Greg Kochansky

04
Perspectives on Conflict: A Roundtable Discussion
(Limited seating. Will not be recorded.)
– Kenneth H. Fox

2:15 – 2:30 p.m. BREAK

2:30 – 3:30 p.m.
BREAKOUT SESSION B

05
What’s Working (and Not Working) in Your Mediation Practice?
– Kristine A. Kubes
– Kevin J. McGrath
– Chris Tymchuck
– Molly N. Tyroler
– Antone M. Melton-Meaux, moderator

06
Substance Use in Family ADR: Balancing Safety, Accountability and Relationships
– Molly Darsow
– Jennifer E. Joseph

07
Mass Arbitration Today: Managing Aggregate Claims in a Changing Landscape
– Stephen P. Lucke
– Behdad C. Sadeghi
– Jake Vandelist
– Vildan A. Teske, moderator

3:30 – 3:45 p.m.
RECEPTION BREAK
Enjoy drinks, treats and conversation with your colleagues in the ADR community!
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3:45 – 4:45 p.m.
The Ethical Use of AI in ADR – 5 Key Considerations for Neutrals
1.0 ethics credit applied for
– Sharon Press

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Third Floor City Center, Minneapolis

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The online replay will include all sessions. A moderator will be available to answer questions by e-mail.

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In-person attendees will receive hard copies of any course materials submitted. All attendees will have access to all course materials via their Minnesota CLE online accounts.

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The ADR Institute also qualifies for **6.0 Continuing Education in ADR credits**, which are required by the Minnesota Supreme Court to remain on the state rosters of ADR neutrals.

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Minnesota CLE maintains a scholarship program for those with a financial need. For details or to obtain an application, contact **customerservice@minncle.org**.

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