

Interest-Based Negotiation Training

This day-and-a-half course will be presented on Wednesday, February 22, 2017 (8:30 am to 5:00 pm) and Thursday, February 23, 2017 (8:30 am to noon) in the AFC 3rd Floor EPA Conference Center - Atlanta/Augusta Room.

Participants will learn how negotiation functions in their Superfund work at EPA, how to identify the interests of all parties in a negotiation, and how to create options that satisfy interests and increase the chances of coming to agreement. This highly interactive session will provide participants with multiple opportunities to practice or improve skills - such as perspective taking, asking effective questions, and active listening – in preparation for and participation in a multi-party negotiation role-play exercise based on a Superfund case. This training is useful for EPA Superfund employees who regularly engage in negotiations with stakeholders inside and outside EPA, including PRPs, states, communities, other federal agencies, and industry groups.

Instructors:



Deborah S. Dalton is a Senior Conflict Resolution Specialist with the U.S. Environmental Protection Agency, Conflict Prevention and Resolution Center. She provides convening, mediation and facilitation services to HQ and regional offices on public involvement and dispute resolution processes for environmental decision making. Deb brings more than 35 years of EPA experience in the pesticides, toxic substances, and hazardous waste and conflict resolution. She has a B.S. in Psychology from the College of William and Mary, an M.S. in Environmental Biology from the University of Virginia, and Ph.D. coursework from University of Maryland in environmental toxicology. She has more than 400 hours of training in negotiation, mediation and public involvement and has taught negotiation, mediation and public involvement with EPA, OPM and DOJ for more than 30 years.



Gina Cerasani is a Conflict Resolution Specialist in EPA's Conflict Prevention and Resolution Center (CPRC). She works with the Superfund and Title VI programs, offering convening, advising, coaching, and facilitation services, and she serves as CPRC's training coordinator. Prior to joining CPRC, Gina worked as a scholar and practitioner at George Mason University's (GMU) School for Conflict Analysis and Resolution, where she earned her Ph.D. She has taught undergraduate and graduate courses in community conflict resolution and conflict resolution practice, including negotiation and mediation. She has 10 years of experience facilitating numerous community dialogues and workshops to address various conflicts, including mountaintop mining in West Virginia.