

NM ADR NEWS

Encouraging communication through mutual respect

Oct - Dec 2009

About the OADPR

The 2007 Governmental Dispute Prevention & Resolution Act (GDPR) created the OADPR to promote early dispute resolution and positive collaboration among state employees and agencies through the development and support of effective and efficient programs and policies. The Office operates as a Bureau of the Risk Management Division (RMD) of the General Services Department (GSD).

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NEW MEXICO
GENERAL SERVICES DEPARTMENT

ADR CURRENT EVENTS AND TRAINING

1. ADR BUREAU WELCOMES JOSH PANDO. The Alternative Dispute Resolution Bureau is pleased to welcome Josh Pando as the Bureau's new ADR Training and Development Specialist. Josh previously served as the ADR Coordinator for the state's Aging and Long Term Services Department. You may contact Josh with mediation requests or questions, training and presentation needs, or for information about the Bureau's work. Josh can be reached at (505)827-0421 / Josh.Pando@state.nm.us.
2. MONTHLY BROWN BAG LUNCH PRESENTATIONS. No-cost lunch-time presentations on ADR-related topics by subject matter experts; participants will receive practical information for immediate use. On December 14th (Mon.), from 12noon - 1pm, Reese Fullerton, SPO Deputy Director will discuss "Conflict Resolution as a Core Competency." The presentation will be from 12noon - 1pm in the Rio Grande Conference Room, Toney Anaya Building (2nd floor) located at 2550 Cerrillos Rd., Santa Fe, NM. ***Please contact maria.voyles@state.nm.us for more information or to register for this presentation.***
3. LABOR MANAGEMENT RELATIONS TRAINING. The Albuquerque Area Federal Mediation and Conciliation Service, in partnership with state government, will once again present 3-day labor management relations training at a number of locations throughout the state. This no-cost training, presented to managers from agencies with collective bargaining agreements in place, was designed to improve labor-management relationships through the development of collaborative problem-solving approaches. Skills learned in this training will enable participants to jointly respond to change and make future mediation efforts more effective. The 2010 schedule will be finalized soon; please contact maria.voyles@state.nm.us for more information about these trainings.



*Sylvia sensed this was going to be one
of her more contentious mediations.*

c.06CharlesFincher10.23 Scribble-in-Law at LawComix.com

Please contact our Office for more information on any of the above items.

The holidays are here again! Each year they come with the usual hustle and bustle as people begin to pack the shopping malls, jam the airports, and make plans with their families. On top of all that, we still need to go to work. Stop! Don't let the holiday stress derail you. It is possible to beat the blues by utilizing these great tips from our friends at the Mayo Clinic.

STRESS, DEPRESSION AND THE HOLIDAYS: 10 TIPS FOR COPING

1. **Acknowledge your feelings.** If someone close to you has recently died or you can't be with loved ones, realize that it's normal to feel sadness and grief. It's OK to take time to cry or express your feelings. You can't force yourself to be happy just because it's the holiday season.
2. **Reach out.** If you feel lonely or isolated, seek out community, religious or other social events. They can offer support and companionship. Volunteering your time to help others also is a good way to lift your spirits and broaden your friendships.
3. **Be realistic.** The holidays don't have to be perfect or just like last year. As families change and grow, traditions and rituals often change as well. Choose a few to hold on to, and be open to creating new ones. For example, if your adult children can't come to your house, find new ways to celebrate together, such as sharing pictures, emails or videotapes.
4. **Set aside differences.** Try to accept family members and friends as they are, even if they don't live up to all your expectations. Set aside grievances until a more appropriate time for discussion. And be understanding if others get upset or distressed when something goes awry. Chances are they're feeling the effects of holiday stress and depression too.
5. **Stick to a budget.** Before you go gift and food shopping, decide how much money you can afford to spend. Then stick to your budget. Don't try to buy happiness with an avalanche of gifts. Try these alternatives: Donate to a charity in someone's name, give homemade gifts or start a family gift exchange.
6. **Plan ahead.** Set aside specific days for shopping, baking, visiting friends and other activities. Plan your menus and then make your shopping list. That'll help prevent last-minute scrambling to buy forgotten ingredients. And make sure to line up help for party prep and cleanup.
7. **Learn to say no.** Saying yes when you should say no can leave you feeling resentful and overwhelmed. Friends and colleagues will understand if you can't participate in every project or activity. If it's not possible to say no when your boss asks you to work overtime, try to remove something else from your agenda to make up for the lost time.
8. **Don't abandon healthy habits.** Don't let the holidays become a free-for-all. Overindulgence only adds to your stress and guilt. Have a healthy snack before holiday parties so that you don't go overboard on sweets, cheese or drinks. Continue to get plenty of sleep and physical activity.
9. **Take a breather.** Make some time for yourself. Spending just 15 minutes alone, without distractions, may refresh you enough to handle everything you need to do. Take a walk at night and stargaze. Listen to soothing music. Find something that reduces stress by clearing your mind, slowing your breathing and restoring inner calm.
10. **Seek professional help if you need it.** Despite your best efforts, you may find yourself feeling persistently sad or anxious, plagued by physical complaints, unable to sleep, irritable and hopeless, and unable to face routine chores. If these feelings last for a while, talk to your doctor or a mental health professional.

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<http://www.mayoclinic.com/health/stress/MH00030>



“But behavior in the human being is sometimes a defense, a way of concealing motives and thoughts, as language can be a way of hiding your thoughts and preventing communication.”

-Abraham Maslow