

## **Thelma Butts**

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### **BIO SHEET**

Thelma is a conflict management professional. She mediates a wide variety of conflicts, facilitates consensus building processes, and works with public and private entities to develop and implement programs that help them deal better with conflict, or offer conflict resolution to others. Thelma is also a trainer of conflict resolution processes, and as such works with businesses and organizations, universities, bar associations and other professional and government groups.

Thelma has served as facilitator and conflict manager in a variety of contexts, from international disputes, to environmental conflicts, to work teams innovating ideas or identifying and developing common goals. She was named Peacemaker by the Chief Justice of the Navajo Supreme Court.

Thelma designs conflict management programs for businesses and corporate entities, judicial systems, government agencies, professional associations and healthcare systems. She has designed, trained, and evaluated judicial mediation programs in several countries. Thelma was a consultant for the American Bar Association, as part of their international training team. Working with the ABA, USAID, and others, she helped Mexican supreme courts and authorities develop over 35 judicial mediation programs in 17 states in Mexico. For many years, she has also trained hundreds of labor mediators for the Council of Labor Relations of Andalucía and other labor organizations in Spain.

Thelma is an advocate for mediation and has worked to promote alternative dispute resolution internationally. She served on a panel of experts for the Spanish Ministry of Justice in their process of developing a national law on mediation, and previously served in the development of several of the Spanish regional mediation laws, as well as consultant to the National Congress of Perú in the development of their national law on mediation. She was invited to become a member of GEMME, the European Community association of judges and magistrates for the development of mediation, where she is an active participant. Thelma is the founder of FARO, the Observatory for Quality and Ethics in Conflict Resolution. She is also active in the International Association of Conflict Management, an international group whose membership is based in academia and focuses on the important work of research in conflict and negotiation.