



Judy Larkins

Executive Director

JUDY@COMA.COM

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Expertise: Promoting Fairness, Fair Process and Efficiency

Ms. Larkins provides dispute resolution services, balancing her practice equally between duties as the Executive Director for Colorado Mediators & Arbitrators / CoMA, a forum for arbitration and mediation services, and personally serving as a professional provider of ADR services.

As the Executive Director, Judy's responsibilities include the creation and implementation of the forum's policies, evaluating professional processes, ensuring client satisfaction and high standards of service delivery, and promoting ethical standards within the Alternative Dispute Resolution profession.

Since 2002, Judy has served both *pro se* parties and those referred by counsel, Judy has great success with bringing matters to satisfactory conclusion. Ms. Larkins has a strong aptitude for working with individuals from diverse socio-economic backgrounds to find resolutions. As a mediator, she is an expert negotiator, creating agreements that meet the needs and interests of all sides. As an arbitrator, she is a careful listener and decisive decision maker.

Experience: Bringing Practical Knowledge to the Table

CASE ADMINISTRATION: Judy Larkins is the Case Administrator for Colorado Mediators & Arbitrators, a dispute resolution forum that offers a choice of attorney and industry professionals. Ms. Larkins selects, maintains, and supports the panel by providing the administrative infra-structure to enable the delivery of dispute resolution services in an efficient and consistent manner.

DIVORCE AND FAMILY: Ms. Larkins has an extremely high success rate in bringing couples to a final agreement in divorce and post-divorce matters. Highly contentious couples are often referred by legal counsel to find resolution after months or even years of non-agreement. Her Memorandums of Understanding are succinct and complete. A Legal Review clause protects the parties and the process when participating in mediation without legal counsel. Particularly useful in domestic cases is her knowledge and understanding of finance that she obtained in 11 years as a licensed securities broker and insurance agent, along with the practical experience of raising 3 children to adulthood.

WORKPLACE: Ms. Larkins earned a Senior Professional in Human Resources (SPHR) designation through the national Society for Human Resources in 2003. Beginning with an Internship at the Equal Employment Opportunity Commission in the fall semester of 2002, Judy has mediated EEO, employee relations, partnership and organizational change, interpersonal communication between employees and management, discrimination, failure to promote, and small business disputes.

FINRA ARBITRATOR: Ms. Larkins is on the panel of arbitrators as an industry expert for the Financial Industry Regulatory Authority, formed in July 2007 with the consolidation of NASD (her initial affiliation) and the member regulation, enforcement and arbitration functions of the New York Stock Exchange. Drawing on 11 years of experience as a licensed stock broker and insurance agent (from 1992 – 2002), Judy has served on panels of three arbitrators for cases involving alleged mismanagement of funds entrusted to other professionals for investment purposes.

Education:

COMMUNICATIONS University of Denver, M.A. Candidate 2008	
GRADUATE CERTIFICATE IN ADR (Alternative Dispute Resolution) University of Denver	2006
B.S. HUMAN RESOURCES MANAGEMENT Regis University, <i>Magna cum Laude</i>	2002
ASSOCIATES COURSEWORK Arapahoe Community College, Nursing	1989 - 1992

Training:

COMPREHENSIVE TRAINING FOR PARENTING COORDINATORS & DECISION MAKERS Christine Coates/Betsy Duvall	2006
CCMO FALL CONFERENCE PANEL PRESENTER Med-Arb: The Best Uses of this Hybrid Process	2006
EEOC TAPS PRESENTER	2004
ORGANIZATIONAL OMBUDS TRAINING The Ombuds Association, Toronto Canada	2004
CONFLICT TRANSFORMATION / SUMMER PEACE-BUILDING INSTITUTE Eastern Mennonite University, Harrisonburg VA	2003
<ul style="list-style-type: none">▪ Learning to Listen, Learning to Teach▪ Trauma Healing & Reconciliation▪ Conflict Transformation	
MEDIATING WORKPLACE DISPUTES CDR Associates, Boulder CO	2003
COMMUNITY MEDIATION TRAINING Face to Face, Littleton CO	2003
PARENT/TEEN MEDIATION TRAINING PRESENTER Face to Face, Littleton CO	2003
DENVER VICTIM/OFFENDER RECONCILIATION TRAINING VORP, Denver CO	2003
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) ADR Academic Internship in Employment Mediation	2002

Employment History:

COLORADO MEDIATORS & ARBITRATORS, LLC (FORMERLY VISION MEDIATION GROUP) Executive Director / Case Administrator	2003 – PRESENT
HRC/SVL, LLC Human Resources Generalist	2003
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION Internship - ADR Department	2002 FALL SEMESTER
CHARLES SCHWAB & CO., INC Senior Business Development Specialist, Retail & Institutional Trader	1995 – 2001
<ul style="list-style-type: none">• Licenses held - Series 7 & 63 (lapsed 2003)	
PRUDENTIAL INSURANCE COMPANY RETAIL INSURANCE AGENT	1992 – 1995
<ul style="list-style-type: none">• Licenses held - Life, Accident & Health; Variable Annuities; Property & Casualty; Series 6	
PORTER HOSPITAL Admissions Clerk / Student Nurse / Arapahoe Community College Nursing Program	1989 - 1992

Publications:

RESTORATIVE JUSTICE ONLINE, JUNE 2004 EDITION <http://www.restorativejustice.org/editions/2004/June/ai> .
Using Appreciative Inquiry in Parent/Teen Mediation

BLOG PUBLICATIONS AT <http://coma.com/blogs/judylarkins>