



AMERICAN BAR ASSOCIATION

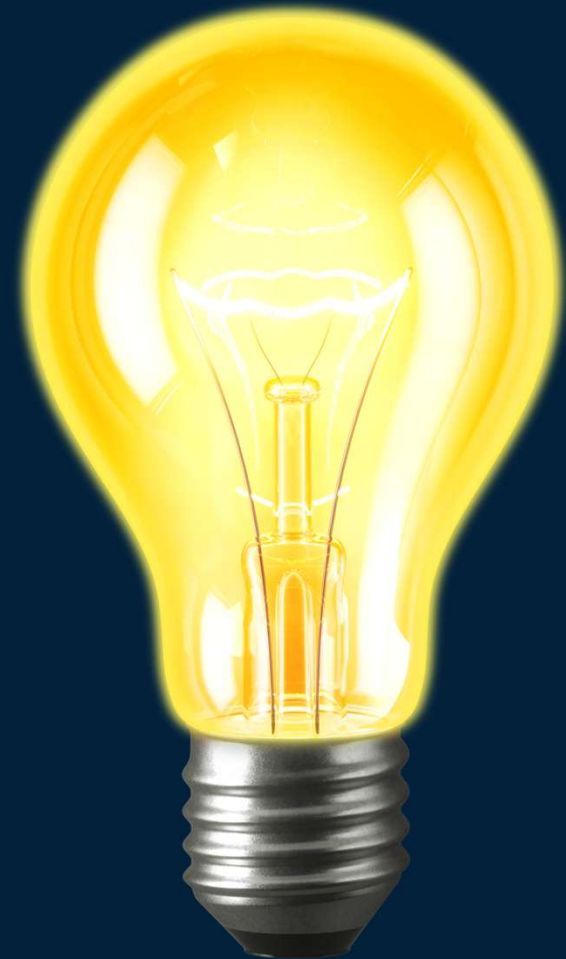
Dispute Resolution Section

Annual Spring Conference

April 25, 2025

Chicago, Illinois

Building the Bridge: Creating Practice Success Through Incubators



ACCESS THE MATERIALS

[HTTPS://SUSANEGUTHRIE.COM/INCUBATOR](https://susaneguthrie.com/incubator)



Our Panel



SUSAN GUTHRIE



MICHAEL HOLMES



CHARLES MCDANIEL



CLAUDIA COULTER



JACK GANNON



MELINDA FELDMAN



SHARNDDEEP BAINS

Insights Agenda

PURPOSE

To share the origin, structure, and success of the ABA Dispute Resolution Incubator Program and how it can support professionals in building sustainable practices.

WHAT YOU'LL LEARN TODAY

You'll hear real stories from beta participants, see survey-backed results, and walk away with actionable insights for your own dispute resolution career.

FORMAT

We'll describe the structure and begin with a panel discussion, followed by audience Q&A, and conclude with the official launch announcement for the 2025 Incubator Program and flow of the session

PROGRAM ORIGINS

TIMELINE

- **APRIL 2024 - Charlie McDaniel's idea following the Spring Conference**
- **JUNE 2024 - The launch of the Beta program and its success**
- **MARCH 2025 - Executive Committee approval for 2025 launch**
- **APRIL 25, 2025 - Applications for Inaugural Groups 1 and 2 open**
- **JUNE 2025 - Inaugural Incubator Groups START!**



Inside the Beta Incubator Program

A Year of Focused Growth and Collaboration

- **Bi-Monthly Meetings**
- **Guided Monthly Themes**
- **Action-Oriented Homework**
- **Expert Guest Speakers**
- **Peer Support & Accountability**
- **Live Practice Opportunities**



2025-2026 Group Facilitators



KIMBERLY BEST



CHARLES MCDANIEL



JACK GANNON

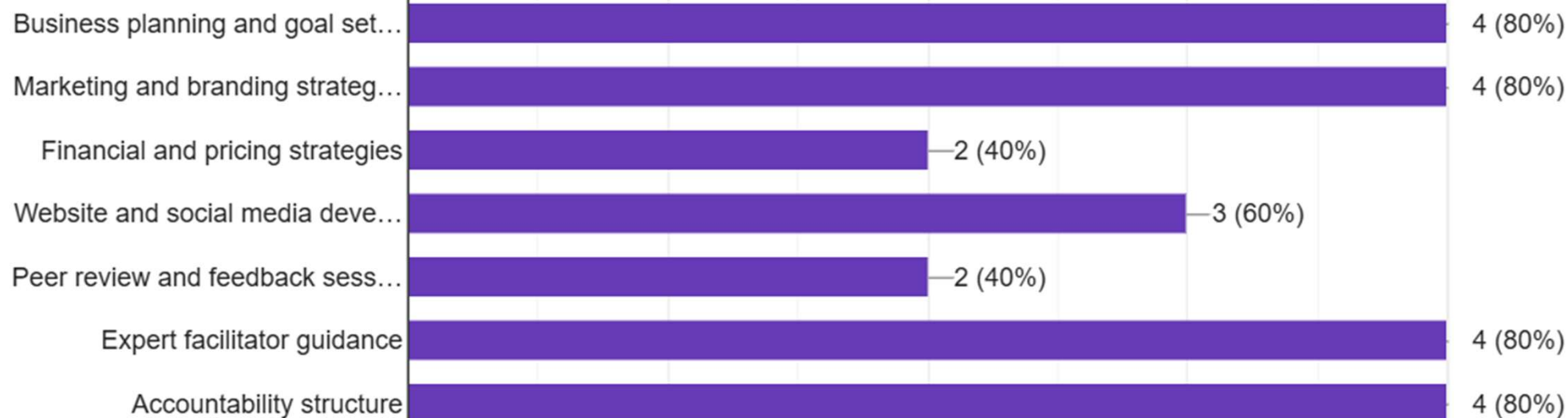


MELINDA FELDMAN

WHAT WERE THE RESULTS OF THE BETA GROUP?



Which aspects of the Incubator were most helpful? (Check all that apply)



How has participating in the Incubator affected you in the following areas? (1 = No impact, 5 = Significant impact)

5

4

3

5 (Significant Impact)	4	3
Business Direction Clarity (4)	Business Direction Clarity (1)	Financial Planning (1)
Client Acquisition (4)	Client Acquisition (1)	Marketing & Branding (1)
Financial Planning (2)	Financial Planning (2)	Networking & Relationships (1)
Marketing & Branding (2)	Marketing & Branding (2)	
Networking & Relationships (3)	Networking & Relationships (1)	
Overall Business Growth (3)	Overall Business Growth (2)	

In your own words, how has this program affected your practice or professional growth?

Provided me with the necessary knowledge to make strategic decisions.

Shifting from selling services to marketing myself as part of the client experience.

Realizing that fellow practitioners aren't competitors—they're collaborators and referral sources.

Embraced a business mindset—setting goals, owning my growth, and building confidence that this will succeed because I'm treating it like a real business

Participation in the group helped me find my niche.

Gave me both the knowledge and guidance to grow my practice—and the support to navigate uncertainty knowing I wasn't doing it alone.

Where do YOU go from here?

START YOUR OWN INCUBATOR GROUP OR . . .



APPLICATIONS APRIL 2025

Apply to be a member
of one of our two
Inaugural Incubator
Groups for 2025-2026



NOTIFICATION AND ORIENTATION JUNE 2025

We will have a group
meeting with both
cohorts, all facilitators
and the team to get the
ball rolling!



INAUGURAL GROUPS LAUNCH JULY 2025- JUNE 2026

Bi-Monthly Meetings
Commence in June



SEE YOU AT THE 2026 CONFERENCE! APRIL 2026

Share your insights
with colleagues next
year!



Apply for One of the Inaugural Incubator Groups



- **Time Commitment:** Bi-monthly meetings for one year, plus time for assignments and collaboration
- **Financial Investment:** \$2,500 for the full year
- **Active Participation:** Consistent attendance, engagement, and peer support
- **Accountability:** Goal setting, follow-through, and group check-ins
- **Mindset Shift:** Treat your practice like a business and take ownership of your success