

Professional Experience

I am a member of the Victorian Bar having signed the Bar Roll in 1979. I have primarily practised in commercial law, property law and building law.

I was accredited as a mediator in 1993. I began training and coaching mediators in 1994. In 1997 I was accredited as an Advanced Mediator by LEADR (now Resolution Institute). From 1999 until 2015, I was the senior Mediation Trainer for IAMA (The Institute of Arbitrators and Mediators Australia) for the Victorian, South Australian and Tasmanian Chapters. I continue to provide Mediation Accreditation training and Master Classes in mediation.

My professional work from 2004 has exclusively focussed on conducting mediations, training mediators and community engagement work particularly communities and Boards where conflict is present and unresolved. Over the past 5 years I have done a lot of work in Aboriginal & Torres Strait Islander Communities in Victoria, Queensland and Northern Territory. I have conducted in excess of 3000 mediations. I regularly present on mediation and conflict at Conferences both in Australia and overseas. In 2009 I was made a Fellow of the Institute of Arbitrators and Mediators Australia (now Resolution Institute).

Accreditation Courses in Dispute Resolution

- Graded Arbitrator, IAMA, 1991
- Practitioners Certificate in Mediation, IAMA, 1992
- Victorian Bar, Mediation Accreditation, Bond University, 1993
- Advanced Skills in Mediation, Bond University, 1994
- Advanced Mediation Course, Bond University, 1995
- Advanced Skills in Commercial Mediation, 1996
- Advanced Skills in Family Mediation, 1996
- Transformative Mediation Training & Coaching, Robert Baruch Bush & Joseph Folger, 1999, 2001, 2003
- Open Space Technology, 2003
- Advanced Communication Skills, Latrobe University – 2006
- Advanced Skills in Managing Conflict, Latrobe University – 2007
- Advanced Skills in Managing Conflict dealing with High Conflict People – University of Queensland - 2008
- Certificate of National Accreditation as Experience Qualified Practitioner, *The Institute of Arbitrators and Mediators Australia* – 2008
- Certificate of National Accreditation as Experience Qualified Trainer and Coach, *The Institute of Arbitrators and Mediators Australia* – 2008
- Advanced Skills in Understanding and Managing Conflict, Massey University NZ, Kenneth Cloke, 2010
- Compassionate Listening, Seattle USA, Andrea Cohen & Susan Partnow, 2014 & 2016

Personal Approach (Mediation Style)

I support the parties in making their own decisions as to both the style of the process as well their level of interpersonal communication. I am able to conduct a range of processes from very informal dialogue based processes to very formal decision based processes such as arbitration, as well as interest based facilitative processes depending on the needs of the parties and their practitioners. My primary focus is supporting the self- determination of the parties and the style of mediation practice adapts to meet those needs.

Personal Skills

I am a very good listener, empathetic and am able to create an open, honest and safe environment for the parties. I am both patient and able to identify the core issues and often the values that parties are at odds over. I am very comfortable in the role of 3rd party and bring a sense of calm, steadiness and optimism into the room. I am able to assist parties to get past roadblocks and to engage in constructive negotiations to achieve resolution. I am not troubled by the intensity of the conflict manifested by parties.