

## Resume

### Contact Information

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### Personal overview/ Professional philosophy

My firm, “The Negotiators” was named one of Atlanta’s Top Ten Businesses of the year by the Chamber of Commerce. Returning to Alberta, we brought the same quality, consistency and dedication to resolving disputes.

In addition to using traditional mediation and arbitration procedures, we also use the Heuristic Process. This is a discovery process that is a creative, flexible, non-linear approach we take resolving issues and creating clear, comprehensive roadmaps to cooperation going forward.

### Mediation Experience

I have now completed well over 3,000 mediations covering 13 countries and four continents. I am the Executive Director of the Alberta Arbitration and Mediation Society (AAMS) and have also been a judge at the World University Mediation Championships in Brazil.

My areas of preferred practice include labour relations, contract negotiations, eminent domain, workplace disputes and regulatory issues.

### Med/Arb Experience

Using the full resources of my firm, I offer a variance to Med/Arb that has proven extremely popular, inexpensive and efficient. Dispute Resolution Panels consist of three people – an arbitrator, a mediator, and a subject matter expert – who sit as a unit and make collective findings. Both the mediator and the subject matter expert are also qualified arbitrators.

Prior to going before the Panel, the parties attempt traditional, confidential mediation. If mediation alone does not resolve the dispute, the parties move to arbitration, with the mediator being one of the arbitration panel arbitrators. \* The mediator will chair the Panel, but will not reveal to the other arbitrators what was discussed in mediation. This preserves the sanctity and confidentiality of mediation, while still allowing for unbiased arbitration...thereby eliminating the biggest concerns of Med/Arb.

Even better, parties get a panel of arbitrators and a mediation for about the same price as a single arbitrator. Time parameters are set in advance and a guaranteed flat rate is agreed before commencing the process.

## **Arbitration Experience**

Most of my arbitration work has been in the areas of real estate, property leases, and contract disputes. The number of arbitrations I have conducted is only about 40, but it is considerably more if one counts the Dispute Resolution Panels. Although I consider myself an excellent arbitrator, my ratio of arbitrations to mediations is 1:5, as I view arbitration as the last alternative to litigation and prefer alternative methods such as mediation or Dispute Resolution Panels, which I endearingly call "Arbitration Lite".

## **Training**

- Canadian equivalencies tests for U.S. training in mediation Alberta Arbitration and Mediation Society (AAMS)
- Arbitration Skills Certificate (40 hours) ADR Institute of Alberta (ADRIA)
- Certificates in Basic and Advanced Mediation, Judicial Mediation (Magistrate Court), Conflict Management (400 hours) through the Justice Center of Atlanta
- Certificate in Probate Mediation (1 full semester) (Kennesaw University)
- Special Education Mediation (40 hours) Justice Center of Atlanta
- Juvenile Mediation - Delinquency (40 hours) Georgia Office of Dispute Resolution
- Juvenile Mediation – Deprivation (40 hours) Resolve to Solve Training Inc.
- Guardian Ad Litem- (20 hours) Georgia Office of Dispute Resolution
- Basic and Advanced Divorce Mediation (180 hours) Atlanta Divorce Mediation Inc.
- High Conflict Mediation (30 hours) Justice Center of Atlanta
- Basic and Advanced Arbitration (120 hours) Tennessee Arbitration Society

## **Professional Associations**

ADR Institute of Alberta (ADRIA)  
ADR Institute of Canada (ADRIC)  
Alberta Arbitration and Mediation Society (AAMS)  
Alberta Family Mediation Society (AFMS)  
Seniors Resource Council of Alberta (SRCA)  
Justice Center of Atlanta  
Georgia Office of Dispute Resolution (GODR)  
Collaborative Law Society of Georgia  
Better Business Bureau