

Helen Alexander CBE



Helen Alexander is president of the CBI and chairman of Incisive Media and the Port of London Authority (PLA).

She is currently non-executive director and chair of the remuneration committee at Centrica plc (2003) and Rolls-Royce Group plc (2007), and senior adviser to Bain Capital.

Helen was educated at St Paul's Girls' School, where she is now deputy chair of the Governors and chair of the Education Committee. She obtained an MA from Hertford College, Oxford, and became an Honorary Fellow in 2002.

Helen obtained an MBA from INSEAD and is currently chair of the Business Advisory Council of the Saïd Business School, Oxford University. She is also a trustee of the WWW Foundation and senior trustee of the Tate Gallery.

Helen joined *The Economist* in 1985 as marketing manager. She became managing director of the Economist Intelligence Unit in 1993 and in 1997 became chief executive of the Economist Group until 2008.

She was awarded a CBE for services to publishing in 2004. In addition to her experience at the helm of an international business, Helen also has extensive board experience across a range of sectors. She was a non-executive director at Northern Foods plc (1994-2002) and at BT plc (1998-2002).

Tony Allen



Tony Allen is a solicitor and was accredited by CEDR in 1996. He became a Director at CEDR in 2000, and has been a member of the CEDR Training Faculty since 1998. He has led CEDR mediator training courses in Ireland, Nigeria, Pakistan, India, South Africa, Switzerland, Italy and Spain.

Tony's particular mediation expertise is in personal injury, clinical negligence, and related professional indemnity disputes, though he has mediated a wide range of public law, insurance, property, commercial and employment matters. He has been involved in designing and delivering a number of multi-party mediations involving multiple claims against public bodies and companies, including the retained organs litigation. He has been recognised as a leader in the mediation field in successive editions of Chambers Guide to the UK Legal Profession. The 2006 Legal 500 comments that "he boasts an unrivalled reputation as a mediator for personal injury claims and professional and clinical negligence disputes."

He has designed and delivered seminars and specialist courses for members of the judiciary in England, Scotland and Ireland, and for lawyers in Government, law firms of all sizes and insurance companies claims staff in general mediation awareness and professional skills in representing clients at mediation of personal injury and clinical negligence disputes. He is an acknowledged authority on mediation and civil procedure and given seminars and lectures on mediation and its place in civil justice around the UK and Europe. He is a co-author of *The ADR Practice Guide: Commercial Dispute Resolution* by Mackie, Miles, Marsh and Allen, and contributor to *Mediators on Mediation* by Newmark and Monaghan, and has had numerous articles on dispute resolution published in legal and professional journals.

He was for over 20 years the partner heading dispute resolution services at Bunkers, Brighton & Hove, a generalist solicitors' firm, with whom he remains as consultant as a link with private practice.

Maria Arpa



Maria has made interpersonal communication skills a lifetime project. Alongside a 25-year career in marketing and advertising, she successfully developed her talent for engaging people in healthy conversations through her experiences as a Samaritan volunteer, a counsellor, a Reiki Master and a community mediator. Maria also spent time at the sharp end running her own business for 15 years and working as a stand-up comic for 5 years before becoming the chief executive of a community mediation service. She is a mother to 2 young adults - her most rewarding communications challenge and deepest learning ground.

Maria is a former Chair of Mediation UK, has a Master's degree in mediation and conflict resolution and is a sought after speaker and trainer. She is founder of the Centre for Peaceful Solutions, a charity which offers mediation and mediation training for civil, workplace, family and community disputes. In 2010 the charity completed a 3 year project funded by HM Treasury to develop a sustainable model of mediation for violent crime and anti-social behaviour. The work has taken her into some of the most deprived areas of London. She has been pleasantly surprised by the warm welcome she has received on the streets and shocked by inability of statutory agencies to apply flexibility and humanity to difficult situations.

Maria firmly believes that conflict is one of our most valuable, yet least recognised resources. It is also one of the most dangerous. Maria's vision is to see the philosophy and principles of non-violence included in our education systems so that everyone can have a broader understanding of conflict, awareness of the impact of our reactions and a conscious understanding of our own emotional baggage.

Sir Henry Brooke



Sir Henry was a barrister (and QC) for 25 years and a senior judge for 18 years before he embarked on a third career as a mediator at the age of 70. He was Chairman of the Law Commission in the 1990s, and then an appeal court judge for 10 years, ending his service as Vice-President of the Court of Appeal (Civil Division) between 2003 and 2006.

Treble trained and accredited as a mediator, he has been Chair of the Civil Mediation Council since December 2007. He is also Chair of Trust Mediation (who specialise in personal injury mediations). He is a member of the CEDR Direct Panel. He has conducted over 160 mediations in the last four years and is listed in the Legal 500 UK 2010 list of mediators. He has frequently written and spoken about mediation at seminars in this country and abroad.

Amanda Bucklow



I am a career mediator of more than 17 years and I mediate internationally. I believe that mediation belongs at the heart of our businesses and organisations because it crosses borders, both cultural and geographical. Mediation is a process that can be flexed enough to deliver what people need in a way that the legal process cannot and that makes mediation a natural companion to the legal system, not an alternative. My father taught me that through his many stories about going out into the African bush, talking to leaders and negotiating amnesties during the time of the Mau Mau uprising instead of arresting them and putting them on trial. He was well known, and unpopular back home, for pursuing negotiation before trial. His superiors wanted conviction rates, he saw people and their lives and perspectives.

In my early career years as a zinc metals trader being creative without breaking the rules (anti-trust) was a real challenge but the satisfaction of achieving something original and legal was great and profitable. My legal training helped me enormously with that. I worked with very clever people who had high self esteem and a willingness to try new things. They were people who wanted choices. That is where mediation has its best chance.

Now, I am known as a champion of mediation in ways that suit the parties, their businesses and resources and I have pioneered the use of mediation in a number of areas including projects and family business. I am well known as a teacher of mediation skills, for using technology and developing networks and connections through blogs and my writing. My contribution to the CMC board is an important part of walking my talk.

<http://AmandaBucklow.co.uk> <http://MediationTimes.com>

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Specialisation: Riccardo advises Italian and international companies on a wide variety of civil litigations matters in courts across the country, including product liability, contract, securities, real estate, banking, environmental and bankruptcy insolvency claims. He has presented cases on behalf of clients before the Italian Supreme Court and numerous tribunals and courts of appeal throughout Italy, as well as before both domestic and international arbitration bodies. Riccardo specialises in insurance litigation where he represents both Italian and foreign international insurance companies on a vast array of claims including casualty, property, directors' and officers' liability, aviation, professional liability, construction, product and environmental liability.

Professional Memberships : Riccardo is a Member of the Milan Bar, the American Bar Association, the European Committee of the CPR Institute for Dispute Resolutions and the International Association for Insurance Law.

Career : Graduated in law from Milan University in 1985 and subsequently admitted to practice before the Italian Supreme Court. Before joining Withers in 2009, Riccardo was a Partner with a major international law firm.

Publications : - 'D&O Liability under Italian bankruptcy law', spring 2009 newsletter of the ABA Tort Trial & Insurance Practice, International Committee; - 'Rischi di reato per imprese e amministratori', *Assicura*, May 2009 - 'Amended Italian class action law, and a new ADR law finally (appear) ready', *Alternatives*, Vol. 27 no. 4, April 2009.

Personal : Born in 1962, Riccardo is married with four children. He enjoys music, reading and sports.

John Crawley

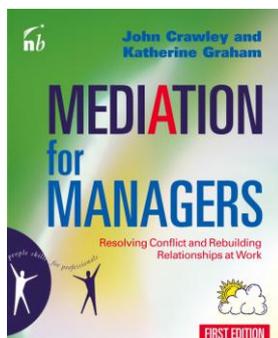


John Crawley founded Conflict Management Plus Ltd in 1989 – now CMP Resolutions. John was responsible for the emergence of workplace mediation as a discipline within the UK.

John has trained over 2,000 people to certificate in mediation standard, and has spoken to a wide range of audiences about mediation and conflict resolution all over the UK and in Europe.

John designs and delivers conflict management courses for managers at all levels in the public and private sector; and is an expert in creating in-house solutions for workplace relationship and dignity at work difficulties.

Publications, articles and speaking events



John has published *Constructive Conflict Management* and later *Mediation for Managers* (published in 6 countries) with co-author Katherine Graham (both NB Books) and was the subject expert on BBC Worldwide's *What's the Problem* – managing conflict at work. He has also written numerous articles for publications such as HR Director, People Management, the Edge (ILM) and regularly attends conferences, workshops and events to provide key-note speeches.

Prof. Dr. Renate Dendorfer LL.M. MBA



Prof. Dr. Renate Dendorfer LL.M. MBA was admitted as a lawyer to the courts of Germany as well as to the courts of the State of New York and to the U.S. Federal Courts, is working as a partner in the Munich office of HEUSSEN Rechtsanwaltsgesellschaft mbH. She also serves as a Professor of Law at the Baden-Wuerttemberg Cooperative State University, Campus Ravensburg since 2002, and as an Honorary Professor of Law at the EBS – European Business School, Oestrich-Winkel since 2010.

She studied law and business administration in Bielefeld (Germany), Illinois (USA) for the LL.M. degree and in Maastricht (Netherlands) for the MBA degree. Before her career as lawyer and partner of HEUSSEN Rechtsanwaltsgesellschaft mbH, she worked as an Inhouse-Counsel and as the head of the legal departments for several companies. She is specialized in Dispute Resolution, Corporate Law, Labour Law and International Business Law. All these subjects she is also teaching in several institutions, e. g. the University of Bielefeld, the Maastricht University/Netherlands or the University of Applied Sciences in Cologne.

She is the author of several articles especially in the area of business mediation and arbitration. She has been trained in business mediation in Harvard (Boston/USA) and Germany. She is member of the DIS – German Institution for Arbitration, the CIArb (London), EUCON (Munich) and of CPR (New York).

She was elected as the best lecturer for 2005/2006 of the MBA program of Maastricht University and honoured for the program on Business Mediation at the Baden-Wuerttemberg Cooperative State University with the “Landeslehrpreis” of 2005.

Jonathan Djanogly MP



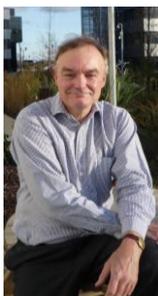
BIOGRAPHY

Jonathan Djanogly MP was appointed as Parliamentary Under-Secretary of State for Justice on 14 May 2010. He is responsible for a range of work, including Legal Services.

Jonathan has practised law since 1990. He was elected MP for Huntingdon in 2001 and was previously Shadow Solicitor General, assisting Home Affairs and Ministry of Justice teams on issues such as: House of Lords reform, the new Supreme Court, criminal law and voting regulations.

He enjoys outdoor sports and activities, the theatre, reading good histories and biographies, and Britain's countryside and heritage.

Anthony Glaister



Mediator Arbitrator & Adjudicator

EXPERIENCE & STYLE

Anthony has been a passionate advocate of mediation and all aspects of alternative dispute resolution for many years. His specialist field may be as a construction lawyer, but he is comfortable with most types of business and inter-personal disputes. He works particularly well with parties involved in very emotional and stressful disputes.

He has conducted numerous **Mediations** over 90% of which are direct appointments through solicitors including disputes involving:

- Agricultural property/partnerships/family disputes
- breach of contract
- construction and engineering – TecSA panel member
- corporate recovery
- professional and business partnerships
- employment
- property to include development and boundary disputes
- professional negligence
- franchise and commercial agency – BFA panel member

Anthony is one of the very few mediators also specialising in **Conciliation** carefully mixing his skills as mediator with his skills as adjudicator. Appointments usually come either directly or through trade insurance schemes again providing a guaranteed resolution based on an agreed fixed fee.

Another important area of practice for Anthony is as an **Adjudicator**. His pragmatic approach is well suited to parties seeking an effective and efficient decision on the merits.

Arbitrator appointments are usually direct. Again he emphasises taking a pragmatic and common sense view towards arbitration and stresses that it need not ape the cumbersome litigation process.

ACADEMIC

He is Visiting Reader on the MSc Construction Law and Dispute Resolution degree course at LMU teaching primarily on the Mediation and ADR module.

PROFESSIONAL

Member of In Place of Strife and Consensus Mediation panels, Law Society's Civil Justice Committee, the Technology and Construction Solicitors Association (TeCSA), CIArb, Adjudication Society, and the CMC. Chair of the Association of Northern Mediators.

OTHER INTERESTS

Anthony is a Panel member of West Yorkshire Prince's Trust, part time farmer, and very occasional marathon runner.

LANGUAGES

Conversational French and Italian

Geoff Lloyd



Geoff Lloyd leads the development of HMRC's strategy for improved tax dispute resolution. Geoff started his Revenue career as a tax inspector, involved in handling disputes ranging from small business to large foreign bank issues. He has held a wide range of policy and senior management roles in HMRC, including as Director of Central Compliance and CT&VAT. Geoff has worked in the Treasury as Head of EU Finance, and as Acting Director, Europe. Until recently he has also been Senior Adviser to the OECD, with a special emphasis on tax and financial stability.

Alex Oddy



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Partner, Herbert Smith LLP

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Alexander Oddy is a partner in the litigation and arbitration division of Herbert Smith LLP and Head of ADR. He has broad experience of acting for policyholders, insurance brokers, insurers and reinsurers advising on a wide range of (re)insurance coverage issues and disputes, subrogated recovery actions and contentious regulatory investigations. Alex also handles general commercial litigation and has considerable experience of product liability claims for both claimants and defendants. He is a solicitor Advocate (Higher Courts Civil Proceedings).

Alex leads the ADR practice within Herbert Smith's litigation and arbitration division and is a CEDR Accredited Mediator. As Head of ADR Alex oversees all aspects of the development of ADR within Herbert Smith's pre-eminent disputes practice in Europe and Asia, which was recognised in 2008 and 2010 with CPR's Law Firm Award for Excellence in ADR and CEDR's 2010 Award for Significant Achievement in Dispute Resolution. He led the publication in November 2007 of a landmark research study *The inside track – how blue-chips are using ADR*, analysing and sharing the insights of leading inhouse Counsel at multinational organisations. Alex is General Editor and co-author of the Insurance Institute of London's recent title *ADR in Practice* (for the Insurance and Reinsurance industries) published on 5 January 2011.

Paul Randolph - Mediator Profile



Paul Randolph is an Accredited Mediator (CEDR June 1999 and SPC: May 2000), and a Barrister, called in 1971. He practises from the Chambers of Ami Feder, at Lamb Building, Temple, London. He is Course Leader and Lecturer on a Mediation Course at the School of Psychotherapy and Counselling Psychology (SPCP), Regent's College, London, which trains and accredits mediators. He is on the Board of the Civil Mediation Council and Chair of its Communications Committee; a member of the Bar Council ADR Committee, and former Chair of the National Mediation Helpline Provider's Forum. He was External Examiner on Mediation for the Bar Vocational Course at Cardiff University Law School, and is on the Professional Standards Committee of the College of Mediators.

Paul has mediated in disputes involving commercial, contractual, and employment claims, as well as professional negligence, property, probate and inheritance disputes, and family financial conflicts. As a lecturer and author, his special area of expertise is in the psychology of conflict: conflict management and avoidance. He has lectured on Mediation, and Conflict Management at conferences in the UK, Europe, and Asia..

In 1999 he devised a Mediation course at the School of Psychotherapy and Counselling, Regent's College, London, and since then has been the Course Leader.

His book *Mediation - A Psychological Insight into Conflict Resolution* (Continuum 2004), co-written with the late Dr Freddie Strasser, has a Foreword by the late Lord Slynn of Hadley, and was favourably reviewed in *The Times* by Sir Henry Brooke, former Vice President of the Court of Appeal, and current Chair of the Civil Mediation Council. He has also written several articles on mediation, recently on the issue of compulsion.

Beverly-Ann Rogers



BEVERLY-ANN ROGERS trained with CEDR in 1998 and has been a full-time mediator for 3 years, operating from her chambers at Serle Court, Lincoln's Inn.

The areas of dispute which Beverly mediates reflect her background as a chancery commercial barrister: trust and probate, property, company, partnership, professional negligence, commercial and employment. She is experienced in international and multi-cultural disputes.

Beverly has undertaken further training - negotiation at Harvard in 2002 and the MATA Advanced Mediation Course in 2005. She is also qualified as a Family Mediator and is a Master Practitioner in NLP.

Beverly trains nationally and internationally, including in the Far East and Middle East, as a member of the Lead Faculty of CEDR.

Beverly is consistently highly recommended for mediation in the legal guides including Band I of Chambers & Partners.

Matthew Rushton



Matthew Rushton

Former legal journalist Matthew Rushton has observed and commentated on developments in ADR since 1998 when litigation editor at *Legal Business Magazine*.

As a freelance journalist between 2004 and 2006 he wrote *Writ Large*, a biography of US lawyer and latterly mediator, the late David Shapiro.

In 2007 he launched *The Mediator Magazine*, the first and only non-practitioner published commentary on the field. At the same time he launched *The Mediator Directory*, a free-to-access national repository of feedback on mediators.

In 2009, *The Mediator Directory* became *DisputesLoop.com*, additionally offering brokerage services and social networking to ADR professionals and clients.

In addition to these ventures, Matthew has maintained an active portfolio of freelance journalism. As well as scores of articles on mediation, Matthew was responsible for the *Legal 500's* commentary on the mediators' marketplace between 2007 and 2010.

In May 2011 he will join US ADR provider JAMS as deputy managing director of a new European venture, JAMS International.

Quentin Smith



Quentin Smith is a full-time, independent, mediator who has undertaken 450+ mediations with a success rate of around 90%. A lawyer and formerly a Partner in Addleshaw Goddard. Wide ranging experience: corporate/commercial, defamation, employment, personal injury, professional negligence, property and sport. Ranked in Top 15 in Legal 500 and Band 1, as a Leading Individual, in Chambers UK 2011. Chairman of Premiership Rugby.

John Sturrock QC



John Sturrock QC was admitted to the Scottish Bar as a member of the Faculty of Advocates in 1986. From 1994 to 2002, he was the first Faculty's Director of Training and Education. During that time he established the Bar's award winning advocacy skills programme. As a member of the Judicial Studies Committee, he also designed and delivered the first skills training courses for Scottish judges. He was appointed Queen's Counsel in 1999.

In 2001, John founded Core Solutions Group, Scotland's leading business mediation service, and is now recognised as Scotland's leading mediator, featuring in Band 1 in Chambers and conducting mediations in a wide range of industries and sectors in the UK, Europe and Africa. In 2009, he was named Mediator of the Year at the Law Awards of Scotland.

John is a Visiting Professor at the University of Strathclyde and a Distinguished Fellow of the International Academy of Mediators. He acts as facilitator of Scotland's 2020 Climate Change Delivery Group and in June 2010, received the Honorary Degree of Doctor of Laws from Edinburgh Napier University in recognition of his contribution to mediation.

Tom Thomas OBE



Tom Thomas OBE is a mediator and Managing Mediator of Greater London and East Anglia Mediation LLP (GLEAMED). He is a member of the CMC Accreditation Committee and of the CMC Communications Committee, and is one of the two National co-Chairs of the National Mediation Helpline Providers Forum, which has recently become the National Mediation Providers Association. Tom is a Visiting Fellow at Essex University, working with The Institute for Democracy and Conflict Resolution on a Joint Mediation Programme that is being designed to support the political transition, transitional justice and development activities contributing to the stabilisation of fragile States. He also has a NHS role, as Chair, Dispute Resolution Panel, NHS South East Coast Strategic Health Authority, responsible for handling market competition disputes within the Authority area. Tom has published articles in trade and other journals, and frequently provides presentations to Universities, trade, professional and public bodies, promoting the wider use of mediation for dispute resolution. He is also Director, Ideas to Delivery Consulting Ltd, his own business consulting company.

Previously Tom spent 10 years in The City, initially building coalitions to bid for major infrastructure projects and then as Director, Strategic Development, of a major PLC. Earlier still, he gained first hand experience of conflict resolution whilst serving in trouble-spots around the world during his Army career, perhaps most notably, during the hunger strike in Northern Ireland, where he had operational responsibility for one of the worst affected areas. Subsequently, in the Ministry of Defence he was involved with the CSCE Treaty negotiations and responsible for identifying how the UK should make the agreed force reductions. And at NATO HQ he was closely involved in the high-level international arrangements to replace the UNPROFOR in Bosnia Herzegovina with Alliance forces.

Hannah Tümpel



Hannah Tümpel is the Manager of the Dispute Resolution Services at the International Chamber of Commerce in Paris, France. She is responsible for the ADR services, including mediation, as well as for Expertise, Dispute Boards and DOCDEX procedures. Her department is also in charge of the annual ICC International Commercial Mediation Competition, which is the only international mediation moot for law- and business students worldwide. She is also in charge of the annual ICC International Mediation Conference.

Prior to her current position Ms. Tümpel was a Deputy Counsel at the Secretariat of the ICC International Court of Arbitration, working as a member of the case management team dealing mostly with cases from Germany, Austria, Switzerland and Eastern Europe.

Ms. Tümpel is a German qualified lawyer and a trained mediator. She studied law in Germany, Italy and Portugal and holds a MA degree in mediation from the Viadrina university of Frankfurt/Oder (Germany).

Ms. Tümpel regularly speaks on international conferences on ADR, mediation, expertise and dispute boards and has taught courses about these topics at numerous universities in Europe. She is a member of the Standards Commission of the International Mediation Institute (IMI) and of the Académie de la Mediation in France. She was a scholar of the United World College of the Adriatic in Italy, and is currently a board member of UWC Germany.

Prior to joining the ICC in 2007, Ms. Tümpel had worked for the German Federal Foreign Office in Berlin and Brussels.

Nicola White LL.B., LL.M., Attorney-at-Law (NY)

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Professional & Academic Qualifications

Attorney-at-Law (New York)

Admitted 2007

Trinity College Dublin

LL.M. (Masters Degree in Law)

**University of Limerick
(Studies)**

LL.B (Bachelor of Laws in Law & European
Studies)

Professional Achievements

Law Reform Commission of Ireland:

Nicola was the legal expert and author for the Law Reform Commission's Consultation Paper (published November 2008) and Final Report on ADR: Mediation & Conciliation and Draft Mediation & Conciliation Bill 2010 (published November 2010). She is recognized as a leading expert on mediation and dispute resolution in Ireland. Both publications have had a tremendous impact on the development of mediation and conciliation in Ireland.

JAMS, United States:

In 2010, Nicola was selected as a Weinstein International Fellow in Dispute Resolution by JAMS – which is the largest private ADR provider in the world. As part of her fellowship, she spent a number of months working in California in JAMS with some of the world's leading academics and practitioners in the field of dispute resolution. She also spent time researching at the Gould Center for Negotiation and Mediation at Stanford University Law School.

Consultant on Dispute Resolution & Systems Design:

Nicola is involved with providing a number of organizations consultancy on matters related to dispute resolution management and designing dispute resolutions systems for organizations to more effectively prevent and manage conflict and disputes. Organizations include both private and public bodies. She is a regular presenter at conferences both in Ireland and abroad on dispute resolution and dispute systems design.

Independent College, Dublin:

Nicola is the course director and lecturer on the MA in Dispute Resolution which was recently short-listed as the best new postgraduate programme in Ireland by the Higher Education Authority of Ireland. She lectures on conflict theory and mediation. She is currently organizing a national conference on mediation with the College to be held in May 2011. Nicola is also writing a textbook on dispute resolution which will be published in 2011.

The Ireland Funds, Dublin:

Nicola has been a consultant with The Ireland Funds for a number of years. She is currently working on a publication for the US State Department on 'Global Diaspora Strategies' which will be launched at the Hillary Clinton Global Diaspora Forum in May 2011. She completed a report for the Irish Government's Global Economic Forum in 2009 on strategies for engaging the Irish diaspora. She has a particular interest in the role of diasporas in conflict resolution and peace initiatives in the homeland. She recently contributed in 'Next Generation Ireland' eds. Lyons & Burke (Blackhall, 2011) with a chapter entitled 'Thinking 70 million plus: Ireland's relationship with its diaspora.'

Bill Wood QC



Bill Wood is a CMC Board member and was recently re-elected as its Vice Chair.

Bill was educated at Oxford and Harvard before going to the Bar. He took silk in 1998. He now practises as a full-time independent mediator from Brick Court Chambers. In the main he handles large-scale commercial disputes. But he also has experience in a wide range of other areas including employment and discrimination cases, intellectual property and planning disputes. He works abroad to an increasing extent and mediated in Hong Kong three times last year. He has also worked in Dubai, New York and the Channel Islands.

He co-ordinated the CMC's most recent group of constitutional amendments and ran the online survey conducted in 2009 as part of the CMC's consultation exercise. He teaches as part of the CEDR faculty and writes on mediation matters for *The Lawyer* and *Themediatormagazine*. He also sits as an arbitrator and arbitrates and mediates for the ICC.

Bill is married with two children and lives in Oxfordshire.

Role Players from The Forum Partnership

Damian Gaskin

Damian is the Managing Director and one of the founders of The Forum Partnership (www.theforumpartnership.com), which specialises in providing a safe and creative rehearsal environment for business people to analyse, practice and perfect crucial business conversations, situations and key skills. The Forum Partnership believes that 'Life *can* have a rehearsal'.

Damian has designed, developed and delivered numerous projects that have helped change people's working relationships for the better, both for clients within Government and its agencies, and for UK and international companies operating within the private sector.

Damian studied law (LLB UCL) before training at The Bristol Old Vic Theatre School where he won the Shell LiveWire Award for the Most Innovative New Business in 1998.

Peter Birch

Peter is an associate of The Forum Partnership. He has provided experiential training around interpersonal communication in organisations since 2000. He is also a qualified mediator in the community. He trained in Dialogue with William Isaacs and ran Dialogue and 'Tough Talking' seminars over a four-year period at the Cranfield School of Management. Before 2000 he had a substantial career as an actor in British TV and Theatre.

His background enables him to combine expertise in theatre based work, mediation, dialogue and team dynamics into powerful, interactive training programmes. He is now investigating the impact of this work for a PhD at Manchester Business School.