

PAUL DENIS GODIN, LL.B., B.Sc., B.A., C.Med.

Mediator, Barrister & Solicitor, Facilitator/Trainer, Ombuds Investigator
Founder and President of Katalyst Resolutions Inc. www.katalystresolutions.com

TEACHING OVERVIEW STATEMENT

As an instructor of negotiation, mediation, alternative dispute resolution (ADR) and communication skills, I have delivered more than 400 courses worldwide while actively practicing as a respected mediator, negotiation consultant and ADR system designer. I use a facilitative teaching style drawing on my actual experience (as lawyer, mediator and consultant) to illustrate key principles. Using case studies, demonstrations, exercises and interactive debriefs, I also draw on the experiences of my students to identify and teach key practices. I have had the pleasure of teaching in the United States, Canada, England, Australia, Bermuda, Ethiopia, the Bahamas, Barbados, Trinidad & Tobago, St. Lucia, the British Virgin Islands, the Cayman Islands, Jamaica, Ireland, and the U.S. Virgin Islands.

I have taught Negotiation and ADR courses at the University of Toronto, the University of Windsor and the University of Oregon law schools. I have also taught courses certified by other universities worldwide, including the University of Western Australia, Latrobe University, Notre Dame, and James Cook University.

Clients for whom I have designed and taught courses include the judiciary of Trinidad & Tobago, the Government of Bermuda's Chief Labour Negotiators, the Ethiopian Ombudsman, senior barristers/solicitors and judges of the English, Canadian, Bajan, Ethiopian, Bahamian, Australian, Bermudian, and Cayman Bars, senior HR staff of Qantas Airlines, the Chartered Institute of Arbitrators, the Trade Union Congress of the Bahamas, the Law Society of Upper Canada, British Columbia's WCB, General Dynamics Land Systems, Alliance Atlantis, Ontario Power Generation, the Australian Industrial Relations Commission, the Federation of Sask. Indian Nations, and others.

In addition to teaching, I have written "A Practical Guide to Conflict Management System Design" and "Principles of Negotiation" in LexisNexis's *Alternative Dispute Resolution Practice Manual*, and the article "Sport Mediation: Mediating High Performance Sports Disputes (*Negotiation Journal* 33(1)). I've drafted innovative teaching materials including negotiation and mediation exercises/role plays, and entire workshops. I have also provided negotiation consultation services for major corporations and governments and am a mediator on legal & sports mediation rosters.

Elected to the Canadian Bar Association's ADR Executive since 2013 and the Ontario Bar Association's ADR Section Executive (2007-16), I have written policy recommendations on such major issues as the Commercial Mediation Act 2010, judicial mediation, mandatory mediation, employment law reforms, sports mediation, and youth violence. I was an invited participant in the Civil Mediation Council's roundtable on mediation training and accreditation in the United Kingdom.

EDUCATION, ACADEMIC AWARDS AND ACTIVITIES

- 2008-17 **Annual SDRCC Mediators and Arbitrators Conferences**
- 2015 **Court of Arbitration for Sport Seminar**
- 2014 **Court of Arbitration for Sport Mediators' Workshop**
- 2011 **Certified as Mediation Trainer by the Mediation Board of
Trinidad and Tobago**
- International Council of Museums/WIPO Workshop for
Mediators in Art and Cultural Heritage (Paris)**
- 2010 **CAPT MBTI Certification Program**
- 2009 **Invited attendee at PON Mediation Pedagogy Course- Harvard**
- Sept. 2008- **Faculty Fellow in the University of Oregon School of Law-
June 2009 Adjunct Instructor**
- 2007 **Invited attendee at PON Negotiation Pedagogy Course- Harvard**
- 2007 **ADR Institute of Canada- awarded Chartered Mediator status**
- Based on experience, references, and independent assessment
- 1997 **Admitted as a lawyer to the Ontario Bar**
- 1995-6 **Articling (Osler Hoskin & Harcourt) and Ontario Bar Admission
Course and Exams**
- 1992-1995 **LL.B.- University of Toronto Law School**
- The University of Toronto Faculty of Law now issues a J.D. designation instead of an LL.B. and describes its degree as a post-graduate professional degree.
- Law Honours List for U. of T. in 1992-93
 - U. of T. Law Entrance Scholarship (1992)
 - Aird and Berlis Prize (1993)
 - 2nd Place Oralist, Best Pair at Stikeman Elliot Moot (1993)
 - Canadian and International Client Counseling Champion- 1993
A.B.A./I.B.A. International Competition; member I.C.C. for 1994.
 - Represented U. of T. in ABA Negotiation Competition 1993
 - Published 2 law review papers
 - Participated in, wrote and judged moots

- Varsity Blues Water polo player 1992-1995
- Senator David Walker Trophy for MVP- UT Blues Water polo 1994
- T-Holders Academic Excellence Award (1993)

1990-92 M.Sc. GEOLOGY Studies Univ. of Southern California- GPA 4.0/4.0 (all but thesis- thesis not completed, but paper published)

- NSERC 1967 Scholarship (1990-92; one of only 53 awarded in all of Canada for advanced research, approximately \$84,000 value)
- Awarded TA funding from USC
- Obtained personal research grants from GSA and the Explorers Club for Australian field work
- Original research fieldwork in two locations, California and Queensland

1986-90- B.Sc. GEOLOGY (with High Distinction)- Univ. of Toronto

- Coleman Geology Gold Medal & Scholarship 1990, U. of T.
- Best Undergraduate Thesis Award, 1990 CIMM
- Peter S. White Memorial Scholarship, 1989
- NSERC Scholar 1988, 1989
- GAC Student Award
- Canadian Society of Petroleum Geologists Award

1983-87 B.A. ANTHROPOLOGY- Univ. of Toronto

1981-83 INT. BACC. - Lester B. Pearson United World College of the Pacific

- One of 200 students from 60 countries selected to attend 2 year IB program on full scholarship

SELECTED TEACHING EXPERIENCE

Katalyst Resolutions Inc. (2017- current)

- Owner and President
- Providing an array of ADR services including negotiation consultation, mediation, facilitation, workplace restoration and investigations, conflict coaching; ombuds services and more
- Delivering training in the areas of negotiation skills, mediation skills, coaching, conflict management system design, dealing with difficult people and customer service dispute resolution.

University of Oregon School of Law (Sept. 2008- June 2009)

- Appointed as Faculty Fellow to act as Adjunct Instructor in affiliation with the Appropriate Dispute Resolution Centre- assorted guest lectures, short course on ADR System Design, mentoring
- Designed and delivered a two day course on ADR System Design

ADR Chambers Inc./ Stitt Feld Handy Houston /Stitt Feld Handy Group (April 2001- 2017)

- Director of US Operations: senior lead Instructor, associate lawyer, mediator, author, ADR system designer and facilitator
- Teaching courses in Negotiation, Mediation and ADR at the Univ. of Toronto Faculty of Law, the Univ. of Windsor Faculty of Law and in SFHG workshops worldwide
- Teaching intensive Negotiation, Contracting, Mediation, Difficult Conversations and Alternative Dispute Resolution courses worldwide (including U. of Windsor and Notre Dame Law School Certificate courses) averaging 28- 35 hours in duration (20+ workshops per year)
- Teaching 20-35 hour CDI Education/Nexient intensive courses on Negotiation and on Contracting Skills
- Organizations for whom I have taught and designed courses include INCO, Mattel Canada, Qantas Airlines, The Government of Bermuda's Chief Labour Negotiators, Ontario Power Generation, Trade Union Congress of the Commonwealth of the Bahamas, Atomic Energy Canada

Limited, General Dynamics Land Systems, The Government of Canada, Workers Compensation Board–B.C., UNAIDS, The Government of Ethiopia, WSIB Ontario, Australian Industrial Relations Commission, Appleby Spurling Hunter, Capgemini, Hill & Knowlton, Scotiabank, ADR Chambers U.K., the Chartered Institute of Arbitrators- Bermuda, the Government of Nunavut, BDO Seidman, Torys, Osler Hoskin & Harcourt, FirstCaribbean International Bank and many others.

- Individual participants in courses have included judges, magistrates, law lords, court of appeal judges, government ministers, attorneys general, Q.C.'s, lawyers, CEO's and high level managers, law students, HR managers, business people, and others from all walks of life.
- Designing customized courses and developing teaching materials

Criminology Department of U. of T./ Prof. Kent Roach (1994-1995)

- Taught undergraduate tutorials in Criminal Law and Procedure.

University of Southern California (1990-1991)

- Tutor for undergraduate Introductory Geology Course

PROFESSIONAL AWARDS AND QUALIFICATIONS

Mediator- Family Law Mediation Program (2018-ongoing)

- Appointed to the mediation roster for the Northwest Territories FLMP

Sport Dispute Resolution Centre of Canada (2018-ongoing)

- Appointed as roster Investigator for the SDRCC Investigation Unit

Mediator- Court of Arbitration for Sport (Lausanne) (2013-ongoing)

- Appointed as Roster Mediator for CAS international sports disputes

Mediator- Member of the Civil Roster of Mediate B.C. (2013-ongoing)

- Appointed to roster for civil mediation disputes

Who's Who Legal

- Listed as one of Canada's foremost commercial Mediators in Who's Who Legal Canada for 2012 and again for 2015

International Council of Museums/ World Intellectual Property Organization (ICOM-WIPO) Art and Cultural Heritage Mediation Roster (2011- ongoing)

- Selected as a roster mediator by ICOM/WIPO for mediation of disputes involving Art and Cultural Heritage (e.g., repatriation of artifacts)

Roster Mediator- Nunatsiavut Dispute Resolution Board (2012-ongoing)

- Selected as Roster Mediator for land claims and related disputes

Mediator – Accident Benefits (2012-2017)

- Appointed to the ADR Chambers roster for Accident Benefits Mediations for FSCO. Mediator for motor vehicle insurance claims disputes (statutory accident benefits)

Indian and Northern Affairs Canada Standing Offer List for Mediation Services- Pacific Region (December 2011-ongoing)

- Competitively selected as a Mediator on the Standing Offer List for mediation of aboriginal land claims, self-government issues, and other aboriginal negotiations
- Appointed for Province of British Columbia and Yukon and available for such mediations in other regions of Canada

Certified Mediation Trainer (2011-ongoing)

- Certified as a mediation trainer by Mediation Board of Trinidad and Tobago under the Mediation Act No. 8 of 2004

Faculty Fellow- Appropriate Dispute Resolution Center, University of Oregon School of Law (Sept. 2008- June 2009)

Member of Executive of Canadian Bar Association and Ontario Bar Association- ADR Section Executive (OBA 2007-ongoing; CBA 2013-ongoing)

- Volunteer executive member providing input, advice, & management with respect to policy and continuing education on ADR in Canada including active participation on a variety of law reform task forces relating to ADR (employment law reform, mandatory mediation, judicial mediation, Commercial Mediation Act 2010 and youth violence)

Sport Dispute Resolution Centre of Canada (2007-current)

- Practicing member of the mediator roster for the Sport Dispute Resolution Centre of Canada, effective January 1, 2007 mediating national level amateur sports disputes

Ontario Energy Board (2007-2010, 2012-ongoing)

- Selected as member of the mediator roster for the Ontario Energy Board for energy-related disputes

ADR Institute of Canada (2007- current)

- Chartered Mediator (C.Med.) status awarded

Ontario Mandatory Mediation Program- Toronto Region (March 2003- current)

- Selected as member of the roster of the Ontario Mandatory Mediation Program- Toronto Region, effective March 28, 2003

NON-TEACHING WORK EXPERIENCE

Katalyst Resolutions Inc. (2017- current)

- Owner and President
- Providing an array of ADR services including negotiation consultation, mediation, facilitation, workplace restoration and investigations, conflict coaching; ombuds services and more
- Delivering training in the areas of negotiation skills, mediation skills, coaching, conflict management system design, dealing with difficult people and customer service dispute resolution.

ADR Chambers Inc./ Stitt Feld Handy Houston /Stitt Feld Handy Group (April 2001- 2017)

- Facilitating multiple courses (as noted above).

- Associate lawyer, mediator, author and facilitator, practicing Alternative Dispute Resolution (ADR)
- External ombudsman for RBC and TD banks, investigating and mediating claims against banks, facilitating resolution of disputes, reviewing and writing ombuds recommendation decisions for claims that do not settle.
- Providing negotiation consultation services for major corporations and governments including the Government of Bermuda, the Potato Growers Association of New Brunswick and others.
- Doing ADR System Design work for organizations like the Government of Nunavut and the Workers Compensation Board of British Columbia and the Ethiopian Office of the Ombudsman. Doing needs analysis and diagnostic investigations, data review and analysis, and formulation of recommendations and materials for the implementation of improved ADR systems to deal with disputes.
- Mediating simple to complex disputes in the Ontario court system and other contexts including cases on personal injury, contract and corporate/commercial law, sports-related disputes, professional liability, insurance, employment law, harassment, family law, landlord-tenant, and related disputes.

MTCC 1302 (2003- 2006)

- Volunteer President and Director of 126 Unit Condominium Corporation in Toronto; chairing meetings, facilitating and negotiating operational issues. Resolving disputes concerning residents and contractors and administrative issues. Planning and directing corporation business.

Rogers, Moore (February 1997- April 2001)

- Associate lawyer in a fast-paced, highly respected litigation boutique, with expertise in insurance, professional/commercial liability, environmental, and personal injury litigation and experience in a variety of other types of disputes. I had full or day to day carriage of up to 150 matters at any one time with effective responsibility for those files.
- Extensive responsibilities in file handling, client communication, drafting of materials, discoveries, motions, research, trial preparation, trial work, arbitrations, appeals, advocacy, negotiation and mediation.
- Handled numerous and complex files with little supervision, both defence and plaintiff side, with consistently good and often creative results; regular argument of contested motions from Masters court to the Court of Appeal on a large variety of topics, with almost 90% success rate.

Osler Hoskin & Harcourt (July 1995-July 1996; Summer 1994)

- Articled and summered at Oslers in the Litigation Intensive program, with rotations in litigation, labor, corporate/ commercial, research, and insolvency departments. Worked on a wide range of matters, including doing motions and assisting on trials, with over fifty lawyers in the firm.

MEMBERSHIPS AND ASSOCIATIONS

- Court of Arbitration for Sport (Lausanne)- Mediator
- ADR Institute of Canada- Chartered Mediator status
- Member of the Civil Roster of Mediate BC
- Mediation Board of Trinidad and Tobago roster
- ICOM/WIPO Mediation Roster member
- Chartered Institute of Arbitrators- Bermuda Branch (ACI) (past)
- Canadian Bar Association
- Ontario Bar Association- member of ADR Section Executive
- Oregon Mediation Association
- Law Society of Upper Canada
- Toronto Lawyers Association (past)
- ADR Chambers Banking Ombuds Office
- ADR Chambers roster for Accident Benefits mediations for FSCO
- ADR Chambers Roster Mediator (2001-2017)
- Roster Mediator for the Ontario Mandatory Mediation Program- Toronto Region
- Roster Mediator for the Sport Dispute Resolution Centre of Canada
- Roster Investigator for the Sport Dispute Resolution Centre of Canada
- National Contract Management Association
- Roster Mediator for ADR Chambers UK (2001-2012)
- Roster Mediator for the Nunatsiavut Dispute Resolution Board
- Roster URS Examiner for the MFSD IP Mediation and Arbitration Center (Italy)

INTERESTS

- Street Art (see www.20x21EUG.com)
- Water polo
- Reading
- Soccer
- Scuba
- Acting and writing
- Sustainable Cat ranching

PUBLICATIONS AND PAPERS

Negotiation and Dispute Resolution:

- Godin, P.D. (2019), "Tips on Advocacy in Mediation", Canadian Bar Association Online
- Godin, P.D. (2018), "Improving Decision Analysis in Workplace Mediations", CPHR PeopleTalk Online Magazine, <https://peopletalkonline.ca/improving-decision-analysis-in-workplace-mediations/>
- Godin, P.D. (2018), "Contributors to Workplace Conflict: Parts I & II", CPHR PeopleTalk Online Magazine. <https://peopletalkonline.ca/contributors-to-workplace-conflict-part-one/>
- Godin, P.D. (2018), "The Comparative Effectiveness of Dispute Resolution Processes in Family Law Conflicts", Canadian Bar Association Online.
- Godin, P.D. (2017), "Sport Mediation: Mediating High-Performance Sports Disputes" *Harvard Negotiation Journal* Vol. 33: 25-51.
- Godin, P.D. (2017), "The Theory of the Negotiation", Canadian Bar Association Online.
- Godin, P.D. (May 19, 2016), "A Pragmatic Model for Coaching in the Workplace", Canadian Bar Association <http://www.cba.org/Sections/Alternative-Dispute-Resolution/Articles/2016/coaching#>
- Godin, P.D., Pound, R., McLaren, R., Asselin, M.-C., and Benz, J. "ADR Solutions and Approaches for High Performance Sports Disputes" Panel presentation at ABA ADR Conference April 16, 2015 in Seattle with supplemental materials including Godin, P.D., "Mediation for High Performance Sports Disputes" (12 p.)
- Godin, P.D., "Mediation for High Performance Sports Disputes" CBA News, July 2015. <http://www.cba.org/CBA/newsletters-enevs/2015/07-e.aspx> (16 p.) Reprint of paper above.
- Godin, P.D., "CBA ADR at ABA in WA" CBA National ADR Section Newsletter, June 1 2015. <https://www.cba.org/Sections/Alternative-Dispute-Resolution/Articles/2015/June/abbr-lang-en-title-Canadian-Bar-Association-CBA-ab>
- Godin, P.D., "Seven Ways to Say No" CBA National ADR Section Newsletter, December 2014. http://www.cba.org/cba/newsletters-sections/2014/12_adr.aspx
- Godin, P.D., "Report on Judicial Dispute Resolution" CBA National ADR Section Newsletter, Spring 2014.
- Godin, P.D., "A Practical Guide to Conflict Management System Design" chapter in *Alternative Dispute Resolution Practice Manual* (Toronto: LexisNexis Canada, 2011), pp.7101-7262 (including templates and tools).

Godin, P.D., "Principles of Negotiation", chapter in *Alternative Dispute Resolution Practice Manual* (Toronto: LexisNexis Canada, 2009), pp.1331-1408 (including templates and tools).

Godin, P.D., "Mediating High Performance Sports Disputes" (in progress re SDRCC mediation processes)

Godin, Paul, "Understanding What Makes Conversations Difficult" *Ontario Bar Association- ADR Section Newsletter*, Volume 18, No. 3 June 2010, available at http://www.oba.org/En/ADR/newsletter_en/v18n3.aspx#Article_4

Godin, P.D., "Negotiating Funding: Using Facts to Persuade", *Canadian Bar Association National Aboriginal Law Section Newsletter* January 2010, 3 pp. Available at http://www.cba.org/CBA/newsletters-sections/2010/2010-01_aboriginal.aspx#article9

Godin, P.D., "Sealift Claims Handling Rules" and Standard Forms, (35 pp. in revision, as of May 2009)

Godin, P.D., "Sealift System Design- Reports #1 and 2 and interview appendices" (May 14 and Aug. 15, 2007) Private Reports, 66 pp.

Godin, P.D., "Negotiation Toolkit" (2006)- SFHG publication- practical guide and templates for preparing for a negotiation

Godin P.D. "Effective Negotiating Skills" Presentation to Canadian Machine, Tool, Die & Mould Federation Annual General Meeting, Sept. 17, 2006.

Godin, P. D. "Closing the Settlement Gap When the Parties Cannot" (2004) Ontario Bar Association ADR Section Newsletter Vol. 12:No. 4, 1-4.

Godin, P.D., "Having Meetings That Work" (2003) *Project Times* Spring 14-15.

Godin P.D., "Having Meetings that Work" (2003)
www.insurance-canada.ca/humanres/canada/MeetingsSFHG311.php

Law:

Godin, P.D., "A Comparative Study of the Exclusionary Rule and Its Standing Threshold in Canada, the United States, and New York State: The Relation of Purpose to Practice" (1995) 53 U.T.Fac.L.Rev. 49-94.

Godin, P.D., "Anton Piller Orders in an Age of Skepticism: Charter Application and Other Safeguards for Judicially-Ordered Searches" (1996) 54 U.T.Fac.L.Rev. 107-148.

Rocky Mountain Mineral Law Foundation, *American Law of Mining*, 2nd ed. (Denver: Bender, 1996+) [I revised and updated ch. 213.03 (Crown Lands: Procedures for Locating and Recording Claims) for this looseleaf service.]

Other:

Godin, P.D., 1991. Fining upward cycles in the sandy braided-river deposits of the Westwater Canyon Member (Upper Jurassic), Morrison Formation, New Mexico. *Sedimentary Geology*, 70:61-82.

- Godin, P.D., 1994. Deformation within the Cannibal Creek and its aureole, Queensland, Australia: a re-evaluation of ballooning as an emplacement mechanism. *J. Struct. Geol.*, 16:693-707.
- Godin, P.D., 1989, Fining upward cycles in the sandy braided-river deposits of the Westwater Canyon Member (Upper Jurassic), Morrison Formation, New Mexico, Undergraduate Thesis, **Winner of Canadian Institute of Mining and Metallurgy's 1989 Best Undergraduate Thesis award (a version was later published in paper form in *Sedimentary Geology*, see above)**
- Godin, P.D. and Paterson, S.R., 1991. Post-emplacement regional deformation at the Papoose Flat pluton; Re-evaluation of a blistering pluton. *GSA Cordilleran Section*, Progr. with Abstracts.
- Godin, P.D., 1991. Implications of a hotspot-centered mantle convection model. *A.G.U. Annual Meeting*: 445.
- Brudos, T. and Godin, P.D., 1991. Evidence of Late Cretaceous regional deformation in east-central California: Strain softening and transpression within the late Mesozoic arc? *A.G.U. Annual Meeting*: 443.

Selection of ADR Pedagogical Materials Authored:

Museumland (Role Play) Negotiation Handouts and Instructor materials
Course curriculum for Applied ADR Workshop
Course curriculum and case study for ADR System Design Workshop
Planning Problem (5-6 party community planning mediation role play)
Project Management Suite (series of role plays in project context)
Vargas v. Jones (Suite of Insurance Negotiation role plays)
Quick Hits (suite of 8 mini role plays for difficult behaviours)
Pavlov's Auction (Exercise) Negotiation Handouts and Instructor materials
Car Sales (Exercise) Negotiation, Handouts and Instructor materials
Moving from Interests to Options (Exercise) Mediation, Handouts & Instructor materials
World Bank Negotiation (Role Play) Negotiation, Handouts & Instructor materials
Ontario Life Mediation (Role Play) Mediation, Handouts & Instructor materials
M&Ms (Exercise) Negotiation, Instructor materials
Cross Cultural Negotiation Round Table (Exercise) Negotiation, Handouts & materials
Brainstorming Options (Exercise) Negotiation, Handouts & Instructor materials
Understanding BATNA (Exercise) Negotiation, Handouts & Instructor materials
The Real Deal (Exercise) Negotiation, Handouts & Instructor materials
Prisoner's Dilemma Prize Game (Exercise) Negotiation
CBAM (Role Play) Negotiation
Bead Shop- Sale of a Business (Role Play) Negotiation
Condo Capers (Role Play) Negotiation, Handouts & Instructor materials
Yokohama Initiative (Role Play) Negotiation, Instructor material
Dream Home (Role Play) Negotiation
The Supervisor (Role Play) Negotiation
The Missing Trees (Role Play) Negotiation
Conservation Authority Role Play (Role Play) Negotiation
Vargas v. Jones- Bodily injury
Vargas v. Jones- Accident Benefit Insurance
Winning Over Irate Customers Workshop
Coaching For a Better Workplace Workshop

RESEARCH GRANTS AND RFPs

I have obtained research grants for fieldwork from the:

- Explorer's Club (1991)
- Geological Society of America (1991)

In private practice, successful formal proposals for project funding and contract work include, amongst others:

- Government of Nunavut (ADR System Design)
- Government of Nunavut (ADR training)
- Government of Bermuda (Negotiation training and consultation)
- Trade Union Congress of the Bahamas (negotiation and mediation training)
- FirstCaribbean International Bank (negotiation and mediation training)
- Capgemini
- Workers Compensation Board- British Columbia (ADR System Design)
- Workers Compensation Board- British Columbia (Mediation training)
- UNAIDS and HAPCO- Ethiopia (ADR Training)
- INCO (ADR Training)
- Government of Canada (ADR Training)
- College of Teachers (Accreditation)
- Law Society of Upper Canada (Accreditation)
- Ontario Association of Architects (Negotiation training)
- Ontario Police College (ADR Training)

COURSES AND PRESENTATIONS

Note: A course day noted below typically involves 7-8 hours of teaching. Most years, I put in about 80 days or more teaching, while also maintaining a mediation, design, and consultation practice.

Types of Courses Taught and Designed

^Courses I have designed and for which I have created pedagogical material

Become a Powerful Negotiator (General Negotiation -3 days)

ADR Workshop (General Negotiation and Mediation -4 days)

Advanced ADR Workshop (General Mediation- 4 days)*^

Applied ADR Workshop (Intensive Mediation with Video- 4 days)^

Advanced Mediation Workshop (Negotiation and Mediation- 4 days)^

Applied Negotiation (Intensive Negotiation with video- 3 days)^

Designing Systems for Dispute Resolution (2 days)^

Dealing with Difficult People (Communication / ADR – 2-3 days)

Administration of Commercial Contracts (Contracting- 4 days)

Negotiation Skills for Project Managers (Commercial Negotiation- 3 days)

Contracting for Project Managers (Introduction to Contracting- 3 days)

Interviewing Skills (Interviewing- 1 day)^

Dealing with Unrepresented Parties (Applied Mediation- 1 day)^

Difficult Conversations (Communication- 1 day)

Labor Negotiation Workshop (Negotiation- 5 days)^

Labor ADR Workshop (Negotiation and Mediation- 5 days)^

Fixed Duration Mediations (Mediation- 1 day)^

Enhancing Employee Performance Course (Myers Briggs- 2 day)

Advanced Negotiation Skills Workshop (Facilitation skills- 3 day)

Sales Negotiation Workshop (Sales Negotiation- 2 days)^

Representing your Client in Mediation (Mediation Advocacy- 1 day)^

Mediation Round Table (Mediation- ½ day)^

Winning Overirate Customers (1 day) ^

Customized versions of Negotiation, Mediation and ADR training. Each year, I typically design 6 or more customized syllabi for 3-4 day courses^

Coaching for a Better Workplace (3 days) ^

Mar 2019	3 day Negotiation Skills for Land Use Negotiators of the Government of the NWT- Yellowknife 1 Day Managing Difficult Conversations Workshop- SFHG- Surrey 1 Day Managing Difficult Conversations Workshop- SFHG- Calgary Negotiation Seminar for University of Victoria Law School- Sports and Entertainment Law Students Association
Feb 2019	3 day Negotiation Skills for the Agri-Food Industry- Ingersoll
Nov 2018	Canadian Bar Association National Webinar- Tips on Advocacy in Mediations
Jun 2018	Seminar on Conflict Resolution Toolkit- National Webinar for CPHR
Feb 2018	Seminar on Managing Difficult Conversations- National Webinar for CPHR
Jan 2018	Guest Lecture- Camosun College- Sports Law Essentials- Victoria Guest Lecture- Royal Roads University- Conflict Resolution- Victoria
Oct 2017	1 Day Negotiation Skills Workshop for Own the Podium- Kelowna Guest Lecture- Royal Roads University- Conflict Resolution- Victoria
July 2017	3 day ADR Workshop for Sudbury Catholic District School Board 4 day Applied ADR Workshop- Ottawa
June 2017	2 day Negotiation and Difficult Situations Workshop for CSE- Ottawa 2 day Labour Negotiation Workshop for UFCW- Niagara on the Lake 4 day Advanced Mediation Workshop for Ontario MCSCS- Hamilton
May 2017	2 day Mediation Workshop for Trillium Health- Mississauga 1 day Winning Over Irate Customers Workshop for Bougainvillea Beach Resort- Barbados 3 day Dealing with Difficult People Workshop – Barbados 1 day Dealing with Difficult People Workshop for HRPAO- Sudbury Presentation on Sports Mediation Best Practices for the Sport Dispute Resolution Centre of Canada
April 2017	3 day Coaching for a Better Workplace Workshop- Toronto 2 day Military Negotiation Skills Workshop for DND Canada
March 2017	4 day Advanced ADR Workshop- Ottawa 4 day ADR Workshop- Ottawa
Feb. 2017	3 day Dealing with Difficult People Workshop- Ottawa 4 day ADR Workshop- Barbados
Jan 2017	3 day Negotiation workshop- BDO - Dallas
Dec. 2016	4 day ADR Workshop- London Ontario
Nov. 2016	2 Day custom negotiation workshop- General Dynamics Land

	Systems-Canada
Oct 2016	4 day Labour Relations ADR Workshop Government of the Northwest Territories 4 Day ADR Workshop Ottawa
Sept 2016	2 Day custom negotiation workshop- General Dynamics Land Systems - Detroit 3 day Labour Negotiation Workshop- Montreal 1 Day Coaching and Influencing Workshop, BDO – Dallas Plenary Speaker, <i>Lessons from Sport Mediation</i> , International Academy of Mediators Conference- Vancouver
Jul 2016	4 day Applied ADR Workshop- Ottawa 4 day ADR Workshop- Bermuda
Jun 2016	3 day Coaching for a Better Workplace Workshop – Ottawa 3 day Negotiation workshop- BDO - Chicago
May 2016	3 day Dealing with Difficult People Workshop- Barbados 1 day Winning Over Irate Customers Workshop - Barbados
Apr 2016	3 day Coaching for a Better Workplace Workshop - Toronto
Mar 2016	4 day Advanced ADR Workshop- Ottawa
Feb 2016	3 day custom negotiation workshop on agricultural industry negotiation- Westphalian Way, Ontario Plenary Speaker SDRCC/CAS Conference – Vancouver 4 day ADR Workshop- Ottawa 3 day Dealing with Difficult People Workshop- Ottawa
Nov 2015	3 day Coaching for a Better Workplace Workshop - Toronto
Oct 2015	4 day Custom ADR Workshop- Ottawa Community Housing 3 day Negotiation workshop- BDO, Tampa Bay 1 day Winning Over Irate Customers Workshop - Ottawa
Sept 2015	4 day Custom Applied ADR Workshop- Government of Nunavut 2 Day custom negotiation workshop- General Dynamics Land Systems-Canada
Jun 2015	4 day Custom Advanced ADR Workshop- Government of Nunavut 3 day Contract Negotiation Workshop- Ontario Power Generation
May 2015	4 day ADR Workshop- Bermuda 1 Day Negotiation Workshop- McInnes Cooper- New Brunswick 1 Day Conflict Resolution Workshop, CBC - Ottawa
Apr. 2015	1 Day Negotiation Workshop Dairy Farmers of Ontario- Ontario Panel Speaker ADR in Sport, ABA ADR Section Conference- Seattle 1 Day Negotiation Workshop BMO - Toronto
Mar. 2015	4 day ADR Workshop- Ottawa 4 day Advanced ADR Workshop- Ottawa 4 day Applied ADR Workshop- Ottawa
Feb. 2015	3 day Dealing with Difficult People Workshop- Ottawa 4 day ADR Workshop- Bridgetown, Barbados
Dec. 2014	2 day custom negotiation workshop- Ontario Processing Vegetable Growers and Seed Corn Growers of Ontario 3 day custom negotiation workshop on agricultural industry

	negotiation- Westphalian Way, Ontario 4 day Applied ADR Workshop- Trinidad
Nov. 2014	1 day Winning Over Irate Customers Workshop- Toronto 1 day custom Winning Over Irate Customers Workshop- Milton 4 day ADR Workshop- Ottawa
Oct. 2014	3 day Dealing with Difficult People Workshop- Barbados 2 day Custom Negotiation and Customer Service Conflict Resolution Workshop- National Insurance Barbados 2 day Custom Negotiation and Customer Service Conflict Resolution Workshop- National Insurance Barbados 1 day Winning Over Irate Customers Workshop- Barbados 3 day Negotiation workshop- BDO, Dallas
Sept. 2014	2 Day custom negotiation workshop- General Dynamics Land Systems-Canada 2 Day custom procurement negotiation workshop- Canada Post, Ottawa 4 day Custom Applied ADR Workshop- Government of Nunavut, Rankin Inlet
July 2014	4 day Applied ADR Workshop- Ottawa 2 Day custom sales negotiation workshop- Aimetis
June 2014	4 day Custom Advanced ADR Workshop- Government of Nunavut, Rankin Inlet 2 Day custom negotiation workshop- General Dynamics Land Systems-Canada
May 2014	2 day custom negotiation workshop- CIBC Bank Toronto
Apr. 2014	3 day Dealing with Difficult People Workshop- Barbados
Mar. 2014	4 day ADR Workshop- Ottawa 4 day Advanced ADR Workshop- Ottawa 3 day Dealing with Difficult People Workshop- Ottawa
Feb. 2014	4 day Custom Applied ADR Workshop- Government of Nunavut 4 day Custom Negotiation and Mediation Workshop- Police Services Board of Bermuda and Bermuda Police Services
Jan. 2014	3 day custom negotiation workshop on agricultural industry negotiation- George Morris Centre, Ontario 4 day Custom Advanced ADR Workshop- Government of Nunavut
Dec. 2013	2 day custom negotiation workshop- BMO Toronto 2 x 2 day Custom Dealing with Difficult People Workshop for Judiciary- Judicial Education Institute, Trinidad & Tobago
Nov. 2013	5 Day CMC Accredited Advanced Mediation Workshop- ADR Chambers UK- London, England 4 day Custom ADR Workshop- Government of Nunavut 3 day Dealing with Difficult People Workshop- Trinidad
Oct. 2013	3 day Dealing with Difficult People Workshop- Barbados 3 day Negotiation workshop- BDO, Atlanta
Sept. 2013	4 day Custom ADR Workshop OPG- Arnprior 4 day Applied ADR Workshop- Ottawa

July 2013	2 day custom negotiation workshop- BMO Toronto
June 2013	3 day Enhanced Negotiation Skills Workshop- UFCW -Niagara
May 2013	2 day Advanced Negotiation Workshop- BMO 4 day ADR Workshop- Iqaluit
Apr. 2013	2 x 2 day Custom Dealing with Difficult People Workshop for Judiciary- Judicial Education Institute, Trinidad & Tobago 5 Day CMC Accredited Advanced Mediation Workshop- ADR Chambers UK- London, England 1 Day Adding Value as a Mediator: Assisting Parties to Closure- ADR Chambers UK- London, England
Mar. 2013	4 day ADR Workshop- Ottawa 4 day Advanced ADR Workshop- Ottawa 2 day ADR/Investigation Workshop- Commissioner for Complaints for Telecommunications Services 3 day Dealing with Difficult People Workshop- Ottawa
Feb. 2013	3 day Dealing with Difficult People Workshop- Barbados 2 day Custom Contract Negotiation Workshop- General Dynamics
Jan. 2013	4 day Advanced ADR Workshop- St. Johns 3 day Negotiation workshop- BDO, Atlanta
Dec. 2012	4 day ADR Workshop- St. Lucia
Nov. 2012	4 day ADR Workshop- Ottawa 2 Day Advanced Negotiation Workshop- General Dynamics, London 3 day Dealing with Difficult People Workshop- Port of Spain, Trinidad
Oct. 2012	3 day Negotiation workshop- BDO, Atlanta 3 day Dealing with Difficult People Workshop- Barbados
Sept. 2012	2 day Custom Contract Negotiation Workshop- General Dynamics 3 day Custom Negotiation Workshop- Webequie First Nation 1 day Insurance Mediation workshop
Aug. 2012	5 Day Judicial Mediation Workshop- Judiciary of Trinidad and Tobago- Port of Spain
Jul. 2012	5 day Custom Negotiation and Mediation Workshop for Ethiopian Arbitration and Conciliation Center- Ministry of Justice- Ethiopia 5 day Custom ADR Train the Trainer Workshop- Ethiopian Arbitration and Conciliation Center- Ethiopia 4 day ADR Workshop- Ottawa
Jun. 2012	3 day Negotiation workshop- BDO, Chicago
May 2012	2 x 2 day Custom Dealing with Difficult People Workshop for Judiciary- Judicial Education Institute, Trinidad & Tobago 3 day Dealing with Difficult People Workshop- Trinidad & Tobago ADR System Design- Toronto Community Housing
Apr. 2012	4 day Custom ADR Workshop- North Shore Tribal Council 5 day Advanced Mediation Workshop- ADR Chambers UK- London, England
Mar. 2012	4 day ADR Workshop- Ottawa

	4 day Advanced ADR Workshop- Ottawa 4 day Applied ADR Workshop- Trinidad
Feb. 2012	3 day Custom Contract Negotiation Workshop- General Dynamics 3 day Dealing with Difficult People Workshop- Barbados
Jan. 2012	3 day Difficult Conversations Workshop- BDO Seidman, USA 3 day Dealing with Difficult People Workshop- Department of National Defence, Ottawa 4 Day customized ADR Workshop- National Insurance, St. Lucia
Dec. 2011	OBA Policy Day- Judicial Mediation
Nov. 2011	4 day ADR Workshop- Ottawa 3 day Contract Negotiation Workshop- Ontario Power Generation
Oct. 2011	1 day Expanding your Mediation Toolkit – London England Guest lecture- ADR System Design- U of Oregon Law School
Sept. 2011	4 day Workplace ADR Workshop- OPG- Renfrew 3 day Negotiation Skills Workshop- BDO- Chicago
Aug. 2011	5 Day Judicial Mediation Workshop- Judiciary of Trinidad and Tobago- Port of Spain 3 Day Managing Complex Negotiations and Difficult Conversations Workshop- Aboriginal Affairs and Northern Development Canada- Ottawa
July 2011	4 day ADR Workshop- Ottawa
June 2011	4 day Advanced ADR Workshop- Trinidad 3 Day Managing Difficult Conversations Workshop- BDO-L.A.
May 2011	Keynote Address- “Principled Negotiation”- Canadian Association of Insolvency and Restructuring Professionals- Vancouver May 9, 2011 Keynote Address- “Principled Negotiation”- Canadian Association of Insolvency and Restructuring Professionals- Edmonton May 11, 2011 Keynote Address- “Principled Negotiation”- Canadian Association of Insolvency and Restructuring Professionals- Halifax May 16, 2011 Keynote Address- “Principled Negotiation”- Canadian Association of Insolvency and Restructuring Professionals- Winnipeg May 9, 2011
April 2011	2 day Customized Negotiation Workshop for Underwriters- Liberty International Underwriters
Mar. 2011	3 day Dealing with Difficult People Workshop- Barbados 4 day Advanced ADR Workshop- Ottawa 4 day ADR Workshop- Ottawa 4 Day Advanced Mediation Workshop- ADR Chambers UK- London, England
Feb. 2011	4 day Applied ADR Workshop- Trinidad
Jan. 2011	3 day Difficult Conversations Workshop- BDO Seidman, USA
Nov. 2010	4 day ADR Workshop- Ottawa Community Housing 4 day ADR Workshop- Ottawa

	2 day Advanced Negotiation Workshop- General Dynamics LSC 3 day Contract Negotiation Workshop- Ontario Power Generation
Oct. 2010	2 day Advanced Negotiation Workshop- General Dynamics LSC 1 day Expanding the Mediation Toolkit advanced mediation workshop- London, England 4 Day Advanced Mediation Workshop- ADR Chambers UK, London 1 day Collective Bargaining Negotiation Workshop
Sept. 2010	4 day Advanced ADR Workshop- Ottawa 4 day Applied ADR Workshop- Toronto
July 2010	4 day ADR Workshop- Ottawa
June 2010	3 day Difficult Conversations Workshop- BDO Seidman, USA
May 2010	2 day ADR/Investigation Workshop- Commissioner for Complaints for Telecommunications Services 4 day workplace ADR Workshop- City of Windsor
Mar. 2010	4 day ADR Workshop- Ottawa 4 day Advanced ADR Workshop- Ottawa 3 day ADR Workshop for Labrador Metis Nation (Nunatukavut)- Labrador
Feb. 2010	4 day ADR Workshop- Ontario Power Generation
Jan. 2010	3 day Difficult Conversations Workshop- BDO Seidman, USA
Dec. 2009	4 day ADR Workshop- Nassau, Bahamas 3 day Negotiation Workshop for Canada Revenue Agency
Nov. 2009	3 day Negotiation Workshop- Desjardins Gold Standards in Dispute Prevention and Resolution- Sport Leadership conference, Vancouver, Nov. 13, 2009 4 day ADR Workshop- St. Lucia
Oct. 2009	3 day Negotiation Workshop- Desjardins 3 day Negotiation Workshop- Desjardins 4 day ADR Workshop- Government of Nunavut
Sept. 2009	4 day Applied ADR Workshop- Toronto 3 day Negotiation Workshop- Desjardins
July 2009	4 day ADR Workshop- Ottawa
June 2009	3 Day Negotiation Skills Workshop for AECON 1 Day Advanced mediation Workshop- East Anglia Chambers, UK 4 Day Advanced Mediation Workshop- ADR Chambers UK, London
May 2009	4 day Administration of Commercial Contracts Workshop- Ontario
Apr. 2009	Visiting Scholar Lecture- Negotiating with Boards- U. of Oregon Faculty of Architecture and Allied Arts 2 day Designing Systems for Dispute Resolution- U. of Oregon law school 3 day Become a Powerful Negotiator- Bruce Power, Ontario 4 day ADR Workshop- Thunder Bay ADR 3 day Negotiation Skills Workshop- Desjardins Insurance, Ontario
Mar. 2009	Negotiating in the Real World- Seminar U. of Oregon business

	school 4 day ADR Workshop- Ottawa, Ontario
Feb. 2009	4 day Applied ADR Workshop- Trinidad 3 day Negotiation Workshop- Government of British Columbia
Jan. 2009	4 day ADR Workshop- Bahamas 3 day Difficult Conversations Workshop- BDO Seidman, Chicago 3 day Negotiation Workshop- General Dynamics, Ontario
Dec. 2008	4 day ADR Workshop- St. Lucia 3 day Contract Negotiation Workshop- AECON- Ontario 3 day Negotiation Workshop- Federation of Saskatchewan Indian Nations- Saskatchewan
Nov. 2008	4 day Administration of Commercial Contracts Workshop- Ontario Guest Lecture- Negotiating
Oct. 2008	3 day Negotiation Skills Course- Ontario Power Generation
Sept. 2008	4 day Applied ADR Workshop- Toronto 3 day Negotiation Skills Workshops for Ontario Power Generation 4 day ADR Workshop- Dublin, Ireland 1 Day Negotiation Seminar for TD Bank
Aug. 2008	4 day ADR Workshop- Toronto
July 2008	1 Day Difficult Conversations Workshop for the Christian Labour Association of Canada (Labour Union)- Hamilton Ontario
June 2008	4 day Administration of Commercial Contracts Workshop- Ontario 4 day Administration of Commercial Contracts Workshop- Ontario 1 day Dealing with Unrepresented Parties Mediation Workshop- London England 4 day Advanced Mediation Skills Workshop- London England
May 2008	4 Day Advanced Mediation Skills Workshop for the Chartered Institute of Arbitrators Bermuda Branch 4 day ADR Workshop- Nassau Bahamas
Apr. 2008	4 day ADR Workshop- London ADR
Mar. 2008	4 day ADR Workshop- Sydney Australia
Feb. 2008	4 day Applied ADR Workshop- Toronto 10 day Advanced Mediation, Investigation and Case Handling Workshop for the Ethiopian Federal Institution of the Ombudsman- designed, produced material for, and delivered highly tailored workshop and strategic planning session for the senior Ombudsman staff and Ombudsman in Addis Ababa (English as second language class)
Jan. 2008	4 day Advanced ADR Workshop- Bahamas 3 day Negotiation Skills Workshops for Ontario Power Generation
Dec. 2007	Two 3 day Negotiation Skills Workshops for Ontario Power Generation 5 day Labour Negotiation Workshop and consultation with Government of Bermuda's Chief Labour Negotiators
Nov. 2007	4 day ADR Workshop- Nassau Bahamas 4 Day Administration of Commercial Contracts Workshop- OPG

	4 day ADR Workshop- Windsor Canada
Oct. 2007	4 day ADR Workshop- Barbados 1 day Fixed Duration Mediation Workshop- London England 4 day Advanced Mediation Skills Workshop- London England
Sept. 2007	4 day ADR Workshop- Toronto Canada 4 day Applied ADR Workshop- Toronto Canada- designed and produced and delivered material for intensive advanced mediation Workshop 2 day Enhancing Employee Performance Workshop- Scotiabank
Aug. 2007	4 Day Administration of Commercial Contracts Workshop- OPG
July 2007	4 day Negotiation and Mediation Workshop- UNAIDS, Addis Ababa Ethiopia (English as second language class) 4 day Negotiation, Conflict Resolution, and Consensus-Building Workshop- Government of Ethiopia, Nazret Ethiopia (English as second language class) 1 day Advanced Labour Negotiations Workshop- Christian Labour Association of Canada
June 2007	4 day Labour Negotiation and Mediation Workshop- FirstCaribbean International Bank, Barbados 2 day Negotiation Skills Workshop- Toronto Region Conservation Authority 5 day ADR Workshop - OPP workshop
May 2007	3 day Negotiation Skills Workshop for Program Managers- General Dynamics Land Systems- Canada 4 day ADR Workshop- Nassau, Bahamas 4 day Advanced ADR Workshop- Toronto Canada Negotiation Workshop- Ontario Association of Architects, Toronto
Apr. 2007	4 Day Administration of Commercial Contracts Workshop- OPG
Mar. 2007	5 day Mediation Workshop- Ethiopian Arbitration and Conciliation Centre, Addis Ababa, Ethiopia (English as second language class) 5 day Mediation Trainer Workshop- Ethiopian Arbitration and Conciliation Centre, Addis Ababa, Ethiopia (English as second language class)
Feb. 2007	3 day Negotiation and Conflict Resolution Workshop- Defence Families Australia- Canberra Australia
Jan. 2007	Interviewing Skills Workshop- College of Optometrists, Toronto Canada
Dec. 2006	3 day Negotiation Skills Workshop- Ontario Power Generation 3 day Advanced Negotiation Workshop- General Dynamics Land Systems- Canada
Nov. 2006	4 day ADR Workshop- Nassau, Bahamas 4 day ADR Workshop- Ottawa, Canada 4 Day Administration of Commercial Contracts Workshop- OPG Negotiation Workshop for Architects- Prodemnity- Ottawa Canada

Oct. 2006	4 day ADR Workshop- Atlantic LNG- Trinidad 4 day ADR Workshop- Government of Nunavut- Iqaluit Canada Negotiation Workshop for Architects- Prodemnity-Toronto Canada
Sept. 2006	2 day Negotiation Workshop- Scotiabank 3 day Advanced Negotiation Skills Workshop- BDO Seidman-Texas USA 4 day Applied ADR Workshop- Toronto Canada 2 day Negotiation Skills Workshop- Hill & Knowlton, Canada Negotiation Skills Presentation- Canadian Plastics Industry
Aug. 2006	3 day Negotiation Workshop for Project Managers- Toronto Canada 3 day Become a Powerful Negotiator Workshop- Toronto Canada
July 2006	3 day Contract Management Workshop- Toronto Canada 3 day Negotiation Workshop for Project Managers- Ottawa Canada
June 2006	4 day Mediation Workshop- Chartered Institute of Arbitrators, Bermuda Branch 4 day ADR Workshop- Toronto, Canada
May 2006	4 day Advanced ADR Workshop- Toronto Canada 3 day Negotiation Workshop for Project Managers- Toronto Canada
Apr. 2006	4 day Commercial Contracts Workshop- AECL 2 day Sales Negotiation Workshop- Pattison Outdoor Advertising
Mar. 2006	4 day ADR Workshop- Nassau, Bahamas 4 day Negotiation and Mediation Workshop-Appleby Spurling Hunter/ADR Chambers UK- Cayman Islands 4 Day Administration of Commercial Contracts Workshop- OPG
Feb. 2006	4 day ADR Workshop- Toronto, Canada 3 day Negotiation Workshop for Project Managers- Toronto Canada
Jan. 2006	4 day ADR Workshop- Barbados 3 day Contract Management Workshop for Project Managers- Ottawa Canada

Dec. 2005	4 day Negotiation Skills Workshop- Inco- Sudbury Canada 3 day Negotiation Skills Workshop- OPG
Nov. 2005	4 day ADR Workshop- Windsor, Canada 4 day Commercial Contracts Workshop- CDI 3 day Contract Management Workshop- Toronto
Oct. 2005	3 day Negotiation Skills Workshop- General Dynamics Land Systems- Canada 4 day Commercial Contracts Workshop- AECL 4 day Advanced ADR Workshop- Yellowknife Canada
Sept. 2005	3 day Project Management Workshop- Ottawa Canada 4 day Commercial Contracts Workshop- OPG 4 day Applied ADR Workshop- Toronto Canada 2 day Dealing with Difficult People and Issues Workshop- Sydney

	Australia
Aug. 2005	4 day Commercial Contract Management Workshop- CDI 3 day Contract Management Workshop for Project Managers- Ottawa Canada 2 day Dealing with Difficult People and Issues Workshop- Melbourne Australia 4 day Advanced ADR Workshop- Melbourne Australia
July 2005	3 day Negotiation Workshop- Toronto Canada
June 2005	Applied Negotiation Workshops- Capgemini 4 day ADR Workshop- Edmonton, Canada
May 2005	Several 3 day Negotiation Workshops- Capgemini 3 day Negotiation Skills Workshop- Toronto Canada 3 day ADR Workshop- Qantas Airlines HR- Sydney Australia 4 day ADR Workshop- Canberra, Australia
Apr. 2005	4 day ADR Workshop- Melbourne, Australia 4 day Advanced ADR Workshop- Toronto Canada Applied Negotiation Workshop- Capgemini
Mar. 2005	4 day ADR Workshop- Toronto, Canada 3 day Contract Management Workshop for Project Managers- Toronto Canada 3 day Negotiation Workshop for Program Managers- GDLS- Canada

Feb. 2005	3 day Contract Management Workshop for Project Managers- Ottawa Canada 3 day Negotiation Skills Workshop- Capgemini
Jan. 2005	3 day Contract Management Workshop for Project Managers- Toronto Canada
Dec. 2004	4 day ADR Workshop- Toronto, Canada 3 day Contract Management Workshop for Project Managers- Vancouver Canada
Nov. 2004	4 day Administration of Commercial Contracts- Ontario Power Generation 4 day Advanced ADR Workshop- Canberra Australia 4 day Advanced ADR Workshop- Melbourne Australia 4 day ADR Workshop- INCO
Oct. 2004	3 day Negotiation Workshop for Project Managers- Toronto Canada 5 day Labour Relations Negotiation and Mediation Workshop- Trade Union Congress of the Commonwealth of the Bahamas- Nassau Bahamas 3 day Workshop for Project Managers- Vancouver Canada 4 day Administration of Commercial Contracts- INCO
Sept. 2004	4 day Applied ADR Workshop- Toronto Canada 4 day Administration of Commercial Contracts- OPG
Aug. 2004	5 day Labour Relations Negotiation and Mediation Workshop-

	Trade Union Congress of the Commonwealth of the Bahamas- Grand Bahama, Bahamas 4 day Advanced ADR Workshop- Melbourne Australia 3 day Applied Negotiation Workshop- Melbourne Australia
July 2004	3 day Contract Management Workshop for Project Managers- Toronto Canada 3 day Applied Negotiation Workshop- Toronto Canada
June 2004	4 day ADR Workshop- Yellowknife, Canada 3 day Contract Management Workshop for Project Managers- B.C. Canada 4 day ADR Workshop- Workplace Safety and Insurance Board Ontario Canada 3 day Contract Management Workshop for Project Managers- Chatham Canada Negotiation Skills Workshop- Toronto Canada

May 2004	4 day ADR Workshop- Iqaluit, Canada 5 day Labour Relations Negotiation and Mediation Workshop- Trade Union Congress of the Commonwealth of the Bahamas- Nassau Bahamas Negotiation Seminar- Projectworld Canada 4 day Administration of Commercial Contracts Workshop- OPG
Apr. 2004	3 day Contract Management Workshop for Project Managers- Toronto Canada 3 day Negotiation Workshop for Project Managers- Toronto Canada
Mar. 2004	3 day Contract Management Workshop for Project Managers- Toronto Canada 3 day Contract Management Workshop for Project Managers- Calgary Canada 2 day Challenging Conversations Workshop- Toronto Canada
Feb. 2004	3 day Contract Management Workshop for Project Managers- Ottawa Canada 3 day Negotiation Workshop for Project Managers- Toronto Canada 4 day Administration of Commercial Contracts Workshop- CDI
Jan. 2004	4 day ADR Workshop- Barbados Designed 4 Day Advanced Mediation Workshop- for ADR Chambers UK, London England
Dec. 2003	3 day Negotiation Workshop for Project Managers- Toronto Canada 4 day ADR Workshop- U.S. Virgin Islands 3 day Contract Management Workshop for Project Managers- Toronto Canada
Nov. 2003	3 day Contract Management Workshop for Project Managers- Calgary Canada 4 day Administration of Commercial Contracts Workshop- INCO

	4 day ADR Workshop- Canberra Australia
Oct. 2003	3 day Negotiation Workshop for Project Managers- Toronto Canada 4 day Advanced ADR Workshop- Sydney Australia 4 day Administration of Commercial Contracts Workshop- CDI Montreal Canada (delivery in French)
Sept. 2003	3 day Contract Management Workshop for Project Managers- Toronto Canada 3 day Contract Management Workshop for Project Managers- Ottawa Canada 4 day Advanced ADR Workshop- Iqaluit Canada
Aug. 2003	4 day Advanced ADR Workshop- Melbourne Australia
July 2003	4 day ADR Workshop- Melbourne Australia 4 day ADR Workshop- Sydney Australia 3 day Negotiation Workshop for Project Managers- Toronto Canada
June 2003	3 day Contract Management Workshop for Project Managers- Toronto Canada 3 day Applied Negotiation Workshop- Toronto Canada 4 day ADR Workshop- Iqaluit Canada Negotiation Workshop- Union Gas
May 2003	4 day ADR Workshop- Ottawa Canada Negotiation Workshop- Alliance Atlantis
Apr. 2003	3 day Negotiation Workshop for Project Managers- Toronto Canada 4 day ADR Workshop- Sydney Australia
Mar. 2003	3 day Contract Management Workshop for Project Managers- Victoria Canada Negotiation Workshop- Union Gas
Feb. 2003	3 day Contract Management Workshop for Project Managers- Toronto Canada 3 day Contract Management Workshop for Project Managers- Vancouver Canada 3 day Negotiation Skills Workshop- YUM Brands (KFC) ADR Workshop- University of Windsor Law School 4 day ADR Workshop- Toronto Canada ADR Workshop- University of Toronto Law School
Jan. 2003	ADR Workshop- University of Windsor Law School ADR Workshop- University of Toronto Law School
Dec. 2002	4 day ADR Workshop- Toronto Canada 4 day ADR Workshop- British Virgin Islands
Nov. 2002	4 day ADR Workshop- Kingston Jamaica 4 day ADR Workshop- Iqaluit Canada 4 day ADR Workshop- Toronto Canada

Oct. 2002	Negotiation Workshop- University of Toronto Law School 3 day Negotiation Skills Workshop- Union Gas 3 day Negotiation Skills Workshop for Project Managers- CDI
Sept. 2002	3 day Negotiation Skills Workshop- Canada Life 3 day Contract Management Workshop - Toronto Canada
Aug. 2002	3 day Contract Management Workshop - Ottawa Canada 3 day Workshop for Project Managers- Toronto Canada
July 2002	3 day Contract Management Workshop for Project Managers- Toronto Canada
June 2002	Designed Union-Management Negotiation Workshop- UFCW 3 day ADR Workshop- Sir Arthur Lewis College, St. Lucia Designed 4 day ADR Workshop- Agriculture and Agrifoods Canada 4 day ADR Workshop- Melbourne Australia 4 day Advanced ADR Workshop- Melbourne Australia
May 2002	4 day ADR Workshop- Perth Australia 4 day Applied ADR Workshop- Toronto Canada 4 day Advanced ADR Workshop- Thunder Bay Canada
Apr. 2002	4 day ADR Workshop- Toronto Canada
Mar. 2002	4 day ADR Workshop- Agriculture and Agrifoods Canada
Feb. 2002	4 day ADR Workshop- Port of Spain Trinidad 4 day ADR Workshop- Toronto Canada
Jan. 2002	Designed ADR Workshops for Correctional Investigator and WSIB
Dec. 2001	4 day ADR Workshop- Toronto Canada
Nov. 2001	4 day ADR Workshop- Thunder Bay Canada 3 day ADR Workshop- Toronto Housing

Oct. 2001	4 day Applied ADR Workshop- Ottawa Canada 4 day ADR Workshop- Sault Ste. Marie Canada 3 day Negotiation Workshop- Toronto Canada
Sept. 2001	4 day Applied ADR Workshop- Toronto Canada 4 day Advanced ADR Workshop- Toronto Canada 4 day ADR Workshop- Office of the Employer Advisor
July 2001	4 day ADR Workshop- Toronto Canada
June 2001	4 day Advanced ADR Workshop- Toronto Canada Mediation Workshop- Agriculture Canada Winnipeg 4 day ADR Workshop- Toronto Canada 3 day Negotiation Workshop- Toronto Canada
May 2001	4 day ADR Workshop- WSIB 4 day ADR Workshop- Toronto Canada 4 day Applied ADR Workshop- Toronto Canada
1995-96	ADR Workshops in Toronto and Thunder Bay Canada