

eSseMar

3 Cecilian Court, Cecilian Avenue
Worthing, West Sussex
BN14 8AP

Harvinder Singh Bhurji
Effective Dispute Resolutions
41 Hanover Road
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23rd June 2016

Dear Mr Singh

Business acquisition, partnership, shareholder, director contract, consultancy financial dispute

For over twenty-seven years I was an in-house commercial legal in the financial services and pharmaceutical industries. Having newly qualified as a mediator, I observed you mediate a very complicated three-party dispute yesterday.

It related to a business acquisition, where the former directors (financial advisors), were kept on as consultants, a variety of issues arose, the situation became untenable and the new directors instigated proceedings against the two consultants for £150,000.

The parties were extremely difficult, and were driven by emotion and principles. It was a long day, with difficult conversations to be had, with both camps, which you did not shy away from, and handled sensitively, yet firmly, whilst using a range of private, joint and lawyer only meetings at various stages.

All the parties were close to walking out on more than one occasion, which is no reflection on you, but was simply down to their frustrations with the other party, and resistance to negotiate and make what they perceived to be "sensible offers."

The dispute had been going on for over three years, but you managed to facilitate the process and got the parties to a settlement within seven hours. It is an understatement to say that your mediation skill set is impressive, it was delightful to watch you work, and I am grateful that you allowed me to observe, which in turn allowed me to pick up several useful tips.

Yours sincerely



Steve Redman
Director, Legal Adviser & Accredited Mediator