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Dear Harvinder

Workplace Mediation & Commercial Mediation observations

After training as a mediator, I contacted several mediators and providers for observations. Several did not get back to me, the others did not have any mediations for me to observe. You were the only one who got back to me promptly and positively. I contacted you in late November 2019, and was placed on your fast track mediation observation list. Very soon after you started to offer me mediations. The first one I could make was on the 19th December 2019.

This was a workplace mediation, concerning the Chief Executive and a senior teacher who was a member of the senior leadership team. Due to a reorganisation, change management occurred, causing several issues between the two individuals. Causing the teacher to be signed off on sick leave. The dispute had been going on for just over a year.

Within 5 hours, you managed to get both parties to air some very sensitive and delicate issues, and led them to an agreement. Between both mediations you offered me a number of opportunities to observe. However due to other commitments I could not make those dates.

The second mediation I observed took place 2 days ago. It was a commercial dispute over the sale of a catering business for £95,000. The purchaser subsequently brought proceedings against the two defendants for the failure to pay certain liabilities when they owned the business. Namely VAT, Corporation Tax and others.

The litigation had been going on for 1 year and 2 months. Again, you managed to lead the parties to settle within 3 hours. The insight I gained over how the process of mediation should take place was really valuable. Having now carried out all of the observations required to register with the Civil Mediation Council I am keener than ever to promote mediation as a really valuable alternative to litigation, putting people and their feelings at the heart of alternative dispute resolution. With thirty year's experience in balancing land management and planning issues I am really looking forward to facilitating successful resolutions to what would otherwise be uncomfortable, potentially expensive, and time-consuming disputes. Thank you Harvinder.

Yours sincerely



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