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### **Personal overview/professional philosophy relative to delivery of neutral services**

I strive to provide what I believe everyone deserves to have namely:

- A. The opportunity to resolve their disputes in a respectful, timely and cost effective manner;
- B. Investigations conducted in a neutral, professional, and timely manner; and
- C. When parties cannot agree on a resolution, an adjudicator who understands and ensures: procedural fairness; adherence to the rules of natural justice; decisions made in accordance with law; and an adjudicator who is even handed, open minded and without bias.

### **Mediation Experience**

I hold a Certificate in Conflict Resolution with Assessments and I hold the Chartered Mediator designation. I have extensive experience in conducting mediations including those involving issues with sport, harassment, construction disputes, contractual terms, expropriation, workplace, delay claims, area structure plans, and situations where members of the public are affected by Municipal decisions. I have conducted many multi-party and high conflict mediations. I am very comfortable dealing with high conflict situations.

### **Med/Arb Experience**

As a Chartered Arbitrator and Chartered Mediator I have successfully used the arb/med forum for dispute resolution of construction issues. When properly undertaken, the med/arb option can be a highly successful forum for dispute resolution particularly where there is high conflict or situations involving very complex issues. Prior to implementing this forum it is important to ensure that the parties who choose med/arb as an option:

- A. Know and understand both the benefits and the draw backs of selecting this forum for dispute resolution; and
- B. Make informed decisions about how information exchanged through the mediation process will be used or not used for the purpose of arbitration should arbitration be required.

I am happy to discuss this option with anyone as it can be highly effective.

## **Arbitration Experience**

I hold a law degree from the University of Ottawa and I teach the ADRIC National Introductory Course for Arbitration. I hold the Chartered Arbitrator designation. I created the curriculum for, and teach "Preliminary Hearings". I have conducted over 100 arbitrations involving all kinds of issues including: manufacturer's liability; construction issues; joint ventures; shareholders; business; commercial leases; discipline; and contractual issues. I pride myself on striking the right balance between ensuring procedural fairness and still keeping both the parties and myself on task to ensure delivery of a timely and cost effective resolution to the issues. As an instructor in arbitration I know and understand the importance of procedural fairness and adherence to the Rules of Natural Justice. I am comfortable providing arbitration services using either typical or expedited processes. I teach students how to write arbitral awards and I have taught plain language drafting. I am accustomed to writing well-reasoned and timely decisions. As a lawyer I have represented clients before every level of Court including the Supreme Court of Canada.

## **Investigation Experience**

I have conducted workplace investigations for both "profit" and "not-for profit" organizations for the purpose of determining the veracity of allegations made against a person(s) and involving high conflict and high stakes including one involving fire arms found at the workplace where it was necessary to create a safety plan for employees. As an experienced lawyer I am accustomed to interviewing witnesses in an open and even-handed manner. As an Arbitrator I am accustomed to setting up an investigative process that ensures procedural fairness. In some investigations, my mediation skills have been brought to bear relative to dealing with sensitive issues being investigated and where emotions are running high. I have developed plans for and assisted with restoration of, the workplace following an investigation.

## **Training**

I hold a Certificate in Conflict Resolution with Assessments (for both Negotiation and Mediation) from the ADR Institute of Alberta

I attend annually, the ADRIC National Conference

I take annual training for mediators and arbitrators with the Sport Dispute Resolution Centre of Canada

I have taken the training offered through the Sport Dispute Resolution Centre of Canada for Investigators and will continue to take additional training as it is offered

I hold a Certificate in Arbitration from the ADR Institute of Alberta

1978-Bachelor of Arts from the University of Alberta

1981- Juris Doctor from the University of Ottawa

**Professional Associations**

Law Society of Alberta, member in good standing

ADR Institute of Alberta ("ADRIA"), member in good standing and current President of ADRIA

ADR Institute of Canada, member in good standing and member of several national committees

Canadian Bar Association, member in good standing and section member for ADR and Construction Sections North and Member of the Executive for the National ADR Section

**Current rosters**

I am currently listed as a Mediator, Arbitrator, or Investigator on the following rosters:

SDRCC: Mediator/Investigator

Alberta Municipal Affairs Roster of Mediators: Mediator/Arbitrator/Med-Arb

CAMVAP: Arbitrator

National Energy Board: Mediator