

## Dr Paul R Gibson



Paul is an internationally qualified and highly experienced mediator and educator, with special expertise in complex conflict management and dispute resolution.

He combines 40 years of management, consulting, training and dispute resolution experience, with current international knowledge and specialist training in mediation and dispute resolution.

### Dispute Resolution Qualifications

Internationally, Paul is an IMI Certified mediator (\*) which recognises his skill and experience as a professional mediator; and Australia's first EU qualified mediator (‡) which enables him to mediate cross-border civil and commercial disputes within the EU and associated member states. He is registered with the Federal Mediation Commission in Belgium, and has an office in Brussels (⌘).

Paul is a panel member of the European Centre for Dispute Resolution (ECDR) based in Lithuania.

In Australia, Paul is an NMAS accredited Mediator and an NMAS Principal Mediation Instructor, accredited to teach and train mediators to the Australian (NMAS) national standard.

He is also He is a Graded Arbitrator with IAMA, and he has a Professional Certificate in Arbitration.

Paul is a former National Councilor of the Institute of Arbitrators and Mediators, Australia (IAMA), and was Chair of IAMA's National Facilitative Practice Committee.

He was also formerly the Chair of the NSW Chapter Executive of LEADR.

### Background

Paul started his career as a line manager in manufacturing, marketing and consulting businesses. His management experience ranged from front line supervisor to General Manager and Managing Director.

Over his career, Paul has worked across a diverse range of businesses and industry sectors, and has consulted to large corporations in Australia and overseas.

This has included working with international organisations and governments in South East Asia, New Zealand, United Kingdom, Europe and USA.

His clients include large corporates, SMEs, government agencies and statutory bodies; he has also worked successfully with "uniformed" cultures of the military, police and prison services. He is skilled and practised in working with Boards,

JV Partnerships, CEOs, senior executives, management teams, work groups, unions and in situations involving significant turmoil and high personal conflict.

## **Mediation, Conflict Resolution & Facilitation**

Paul specialises in resolving conflict and disputes in –

- Commercial contracts and associated arrangements
- Workplace, employment & industrial relations
- JV and Alliance agreements
- Organisational dysfunction
- Family businesses & professional partnerships
- Neighbourhood & community relationships
- Industry & agricultural associations
- International & cross-border disputes

He has special expertise in multi-party conflict and resolving complex stakeholder disagreements and disputes. He is capable of applying a full range of ADR techniques and processes – facilitation, conciliation, mediation, neutral evaluation, arbitration and hybrid techniques.

As a facilitator, Paul has expertise and experience in facilitating large groups – for conflict resolution, issues management or strategic planning purposes. His approach and skills as a facilitator were developed at The Tavistock Institute. Over his career Paul has facilitated thousands of interventions.

As an example of the complexity of the work which Paul undertakes, in 2007 he conducted a successful large scale multiparty negotiation and consensus building assignment with a large Australian agricultural industry.

More than 290 people were involved directly in this assignment and over 900 people indirectly.

## **Education, Teaching & Training**

Paul is active in the education and training of people in dispute resolution skills.

He trains and coaches mediators and is regularly asked to participate in the training and up-skilling of facilitators and conciliators.

As a Principal Instructor of The Trillium Group, he teaches and trains clients in advanced negotiation, mediation, conciliation, and conflict resolution skills.

Part of Paul's professional practice is the conduct of Mediation Master Classes for experienced commercial mediators.

Paul also teaches conflict resolution, negotiation and mediation to postgraduate students at Deakin University and the University of NSW, and teaches ADR at the College of Law in Sydney. He also adjudicates the University of NSW Law Faculty Negotiation Competition, and as part of this role coaches law students in negotiation skills. He was also a Judge at the 2013 and 2014 ICC International Mediation Competition (Paris).

Additionally, Paul has conducted bi-lingual training of facilitators and negotiators in Malaysia, Indonesia, Vietnam, Fiji and PNG.

In 2012 and 2013, Paul participated as Faculty and Lead Trainer in the European Mediation Training for Practitioners of Justice (EMTPJ) at the University of Brussels. He has also lectured on ADR and taught mediation in Milan and Prague.

He is also a member of AMATI (Association of Mediation Assessors, Trainers and Instructors, UK) – a professional body which benchmarks best-practice in Mediation training.

### **Speaker & Author**

He is a regular speaker at ADR and industry conferences in Australia and overseas (New Zealand, Italy, Czech Republic, and Belgium). As an author, Paul has published articles on International Mediation and Intercultural Mediation. He is a regular contributor to professional journals, writing book reviews and blogs.

His work on International Mediation has been published by the Association for International Arbitration (ed.), "A Guide to European Mediation".

### **Academic Qualifications**

Paul holds undergraduate qualifications in Industrial Chemistry and Applied Social Science; he has a Masters degree in Operations Research, and a Doctorate in Business Administration and Management Science. Paul is also a Senior Fellow of the Corporate Directors' Association of Australia.

### **Passions & Interests**

An active fly-fisherman who as well as fishing for fresh & saltwater species locally, venture to Tasmania, New Zealand, Patagonia, USA and UK in search of fly-fishing challenges.

A creative cook with a wide interest in food and wine, Paul has active interests in a number of food and wine societies and associations – the Wine and Food Society of New South Wales (one of the oldest and most renowned gastronomic societies in Australia) and the Metropolitan Food and Wine Society of Sydney.

(\*) **IMI** – International Mediation Institute



<http://imimediation.org/paul-gibson>

(‡) **EMTPJ** – European Mediation Training for Practitioners of Justice

This training is a special project of the European Commission and is conducted by specialised faculty at the University of Brussels (HUB) to train mediators to mediate cross-border civil and commercial disputes in the EU in support of the European Mediation Directive 2008/52/EC. .

This qualification is also recognised by mediation centres in the UK, Belgium, China, Cyprus, Croatia, Greece, Latvia, Romania, Slovenia, Spain, Malta and Ukraine.

Paul is an accredited EMTPJ "3 Star" Mediator.

<http://www.emtpj.eu/alumni.htm>

(†) **Of Counsel to Billiet & Co.**

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1050 Brussels, Belgium.



### **The Centre for Conflict Resolution**

Additionally, Paul is the Executive Director of the Centre for Conflict Resolution (based in Sydney, Australia).

[www.cfcrc.com.au](http://www.cfcrc.com.au)

The goal of the Centre for Conflict Resolution is to improve people's lives by helping them better manage and resolve the differences and disagreements which divide them. It achieves this by educating and training people, advising and coaching them, and by helping them resolve conflict positively.

The Centre also consults to large organisations to help them resolve systemic issues of conflict, and to implement more effective ways of addressing conflicts and disputes either within their organisations, or between their organisations and customers, clients, contractors and suppliers.

[paul@cfcrc.com.au](mailto:paul@cfcrc.com.au)

The Centre publishes articles in professional journals as well as a regular blog on topical subjects relating to conflict resolution.

### **Gibson ADR Pty Limited**

Gibson ADR is a firm specialising in using a range of dispute resolution tools and processes to assist organisations and individuals minimise or resolve conflict.

The firm works to reduce the costs of conflict – financial, emotional, and relational. It does so by building conflict management capability; reforming workplace and commercial cultures; building more constructive relationships; restructuring dispute avoidance policies and procedures; and applying a range of ADR processes to disputes.

Typically, facilitation, conciliation, mediation, neutral evaluation, arbitration and hybrid techniques are those which are most commonly applied.

Paul is the Principal of Gibson ADR.

[www.gibsonadr.com.au](http://www.gibsonadr.com.au)

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