

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

MISSION STATEMENT

As an experienced accredited Chartered Mediator mediating world-wide, I apply an analytical interest-based approach to resolving disputes of all kinds, from simple two party matters to complex multi-party multi-issue mediations. My preference is to facilitate resolutions rather than to evaluate cases wherever possible, using patient questioning to open parties to possible resolutions. I work rights into the equation, as needed, in helping parties analyze their goals and their alternative choices. My role is to help parties make informed rational decisions with a clear understanding of what is possible both at and away from the table. Understanding enhances the likelihood of agreement. Wherever possible, I help parties repair damage to ongoing relationships, which in some cases are worth more than the issues in dispute.

With a background in personal injury, insurance, professional liability, commercial/contract, employment, construction, sports, banking, agriculture, tort, and broad exposure to many other areas of law (trusts, family etc.), I am comfortable mediating cases of almost any type. I train others in negotiation, mediation and contracting skills. Having delivered more than 400 workshops worldwide, I keep my finger on the pulse of negotiation and dispute resolution practice world-wide as part of a network of ADR professionals exploring cutting edge approaches to resolving conflicts. I have been appointed to multiple ADR rosters, including panels for the Court of Arbitration for Sport (Lausanne), Toronto Region-Ontario Mandatory Mediation program (Court), Mediate B.C. (civil), Trinidad & Tobago Mediation Board, DIAND Aboriginal Land Claims, Sport Dispute Resolution Centre of Canada, Nunatsiavut Dispute Resolution Board, Ontario Energy Board, ICOM/WIPO Art & Cultural Heritage, ADR Chambers Banking Ombuds Office, and the ADR Chambers roster for Accident Benefits Mediations for FSCO.

Elected to the Canadian Bar Association ADR Section Executive in 2013 and the Ontario Bar Association's ADR Executive 2007-2016, 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 have also published peer-reviewed papers on the Canadian Charter of Rights and Freedoms, mediation, negotiation, and geology, including "Principles of Negotiation" and "A Practical Guide to Conflict Management System Design" in the *CCH ADR Practice Manual*, and "Sport Mediation: Mediating High Performance Sports Disputes" (*Negotiation Journal* 33(1)).

As an ombudsman/arbitrator, I encourage full disclosure of relevant information, and apply a rational rights-based review of the issues. In writing decisions, I justify them, factually and legally in clear plain language. Even when using such a rights-based methodology, I encourage parties to understand and explore interests and options in search of a pragmatic win-win result whenever appropriate.

MEDIATION ACCREDITATIONS AND AFFILIATIONS

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

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)

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)

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 since 2011. Appointed for Province of British Columbia and Yukon and available for mediations in Canada generally

Certified Mediator and Certified Mediation Trainer (2011-ongoing)

- Certified as a civil & commercial mediator and as a mediation trainer by Mediation Board of Trinidad & Tobago under the *Mediation Act*

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

ADR Institute of Canada (2007- ongoing)

- Awarded Chartered Mediator Status (C.Med.)

Member of Executive of Canadian Bar Association & Ontario Bar Association- Alternative Dispute Resolution Sections (CBA 2013-; OBA 2007-16)

- 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 high performance sport mediator roster for the Sport Dispute Resolution Centre of Canada, since January 1, 2007

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

- Selected as member of their mediator roster for energy-related disputes

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

- Member of the roster of the Ontario Mandatory Mediation Program- Toronto Region, effective March 28, 2003

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

- Mediator on panel
- Ombuds investigator for banking disputes

SELECTED 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)

- Director of US Operations: senior lead instructor, associate lawyer, mediator, author and facilitator, practicing Alternative Dispute Resolution (ADR)
- Mediating simple to complex disputes in Ontario Superior Court Justice System, Bermuda, Cayman Islands, and other contexts including cases on personal injury, contract and corporate/commercial, sports-related disputes, professional liability, insurance, employment law, harassment, family law, landlord-tenant, aboriginal issues, trusts, and related disputes.

- 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.
- Facilitating negotiation, contracting, mediation, and Alternative Dispute Resolution workshops worldwide (including SFHG/U. of Windsor Faculty of Law Certificate workshops; CDI Education workshops, and a broad variety of public and private workshops through SFHG)
- Organizations for whom I have taught and designed workshops 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- Canada, 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, BMO, FirstCaribbean International Bank, the Judicial Education Institute of Trinidad and Tobago, and many others.
- Teaching courses in negotiation and ADR at the U. of Toronto Faculty of Law and the U. of Windsor Faculty of Law
- Providing negotiation and ADR System Design consultation services to governments and organizations, including the Government of Canada
- Designing customized workshops and developing teaching materials

University of Oregon School of Law (2008-2009)

- Faculty Fellow in the School of Law, acting as adjunct instructor, mentor, advisor in affiliation with the Appropriate Dispute Resolution Center

MTCC 1302 (2003- 2006)

- 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, & personal injury litigation and experience with a variety

of other types of disputes. I had full carriage or day to day carriage of up to 150 files at any one time with responsibility for those files, including discoveries, motions, trial work, arbitrations, mediation advocacy, negotiation and ADR.

- Handled numerous and complex files, 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 a very high degree of success.

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

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

EDUCATION, ACADEMIC AWARDS AND ACTIVITIES

- | | |
|-------------------|--|
| 2008-16 | Annual SDRCC Mediators and Arbitrators Conferences |
| 2015 | Court of Arbitration for Sport Seminar |
| 2014 | Court of Arbitration for Sport Mediators' Workshop |
| 2011 | Certified as a 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 |
| 2008- 2009 | Faculty Fellow in the School of Law, University of Oregon School of Law- Adjunct Instructor in Alternative Dispute Resolution |
| 2007 | Attended PON Negotiation Pedagogy Workshop - Harvard University |
| 2007 | ADR Institute of Canada- Chartered Mediator status |
| 1997 | Called to the Ontario Bar |

1992-1995 LL.B.- Univ. of Toronto

- 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.
- participated in, wrote and judged moots
- Senator David Walker Trophy for MVP- UT Blues Water polo 1994
- T-Holders Academic Excellence Award (1993)

1990-92 M.Sc. GEOLOGY Studies (Dissertation not completed)- Univ. of Southern California- GPA 4.0

- NSERC 1967 Scholarship (1990-92; one of only 53 in Cdn. Sciences)

1986-90- B.Sc. GEOLOGY (with 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, CSPG Field Trip Award

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

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

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)
- Canadian Bar Association
- Ontario Bar Association- member of ADR Section Executive
- Oregon Mediation Association
- Law Society of Upper Canada
- Toronto Lawyers Association
- ADR Chambers Banking Ombuds Office
- ADR Chambers Roster Mediator
- Roster Mediator for the Ontario Mandatory Mediation Program- Toronto Region
- Roster Mediator for the Sport Dispute Resolution Centre of Canada
- Member Whitehorse Chamber of Commerce (Yukon)
- National Contract Management Association
- Roster Mediator for ADR Chambers UK (no longer in existence)
- Roster Mediator for the Nunatsiavut Dispute Resolution Board
- Roster URS Examiner for the MFSD IP Mediation and Arbitration Center (Italy)

INTERESTS

- Street Art (see 20x21EUG.com)
- Water polo
- Reading
- Soccer
- Scuba
- Acting and writing
- Sustainable cat ranching
- Leaving life threatening home renovation projects to more capable people ...from now on

PUBLICATIONS AND PAPERS

Negotiation and Dispute Resolution:

Godin, P.D. (2017), "Sport Mediation: Mediating High-Performance Sports Disputes" *Harvard Negotiation Journal* Vol. 33: 25-51.

Godin, P.D. (2017 in press), "The Theory of the Negotiation", Canadian Bar Association

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-eneews/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: CCH Canadian Ltd., 2011), pp.7101-7261 (including templates and tools).

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

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., "Cross Cultural Negotiations" (in progress)

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

Godin P.D., "Having Meetings that Work" (2003) www.insurance-canada.ca/humanres/canada/MeetingsSFHGrp311.php

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., "Negotiation Toolkit" (2006)- internal 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.

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. 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.

Godin, P.D. 1984-95: assorted short stories, poems, satire and travel articles in *Trinity Review*, *Acta Victoriana*, *Salty Dog*, *Toronto Star*, *Hearsay* and *The Advocate*.

COURSES AND PRESENTATIONS

Note: A course day noted below typically involves 7-8 hours of teaching. Most years, I do 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)^

Expanding your Mediation Toolkit I and II (1 day) ^

Winning Over Irate Customers (1 day) ^

Coaching for a Better Workplace Workshop (3 days) ^

Customized versions of Negotiation, Mediation and ADR training. Each year, I typically design 8 or more customized syllabi for 3-4 day courses^

WORKSHOPS AND PRESENTATIONS

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- Webiquie 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
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