IPOS Mediation

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# David A Evans



David specialises in mediation where the parties need to re-establish and maintain their relationship after the mediation, in particular workplace and organisational mediation.

## Background

David specialises in mediation where the parties need to re-establish and maintain their relationship after the mediation, in particular workplace and organisational mediation. He has 30 years experience at the sharp end in a range of workplace and commercial environments, as an international business executive, company director, HR director, transformation consultant, mediator, charity trustee, and advisory board member. As such, David knows the importance of resolving disputes and repairing working relationships to enable businesses to move forwards. David has extensive global experience of working in diverse environments, including professional services, FMCG, outsourcing, and manufacturing.

David spent his career in the fields of HR, workplace transformation and commercial outsourced services. He was accredited as a Mediator in 2003. David started his career in industrial relations at Ford Motor Company, and has worked with a wide range of companies to implement successful change from a people perspective.

David's work also encompasses helping businesses work through conflict or learn from past disputes. He uses his business experience and mediation skills to help clients improve their performances by helping them: resolve business issues which have a significant people or relationship element; achieve change in the workplace, such as transforming the culture; resolve conflict; and design and implement effective transformation and outsourcing programmes.

## Mediation Style and Approach

David has two particular strengths which combine to enable him to effectively mediate: he excels at figuring out how people who are different can work together productively; and his strategic perspective, where faced with any given scenario he can quickly spot the relevant patterns and issues.

David works with the parties to address the issues between them and create action plans which enable the parties to: continue to work together; agree mechanisms to prevent normal day to day disagreements escalating into conflict; and agree actions to ensure effective ongoing communication and to begin re-establishing trust.

Participants report that they find the process of resolving their issues and asserting their needs to be liberating in rebuilding confidence to continue and line managers and HR professionals report that the focus on re-establishing

relationships is very productive.

## Practice Areas

Workplace and organisational conflict:

Executive and Director level relationship breakdown

Boardroom and Partnership conflicts

Conflicts arising from different communication or management styles

Team conflicts arising from lack of clarity about roles and responsibilities

Resolution of issues which are the subject of a grievance process

Rebuilding a relationship post disciplinary or grievance procedures

Breakdown in relationship

Allegations of bullying or poor performance

Business conflict where the parties need to maintain relationships:

Family firm disputes

Partnership disputes

Outsourcing or commercial contract disputes

## Career History

2013 – present – mediator and MD of The Diversity & Innovation Co

2003 – Accredited as a mediator

1996 – 2013: Accenture – Managing Director

1993 – 1996: United Biscuits – HR Strategy Lead

1987 – 1990: Ford Motor Company – Industrial Relations.

## Professional Qualifications and Affiliations

CEDR Accredited Mediator

University of Manchester, LL.B Hons.

Accredited to interpret the Hogan suite of Psychometric assessments

Justice of the Peace

Advisory Board Member of TalentEase, an Indian company focused on improving the employability and entrepreneurial skills of Indian school children

Former Diversity Lead for Accenture

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## Interests

Supporting start-up companies, Charity Trustee, BBQing, swimming.

Supporting Ireland at Rugby and Man Utd. at football !!

## Client Feedback

Client feedback:

"The mediation helped me rebuild my confidence. I found it liberating to explain how the issues had affected me and to assert what I needed for me going forward. Thankyou." Company Director, City of London.

"If the mediation had not taken place with the (Partnership) leadership team the firm would not have survived." CEO Regional Law Firm.

"In 2 days you resolved a dispute which had continued for 18 months. We now have 3 highly skilled clinical staff back at work and working together." Director, Healthcare company.

## Case examples

Workplace:

NHS: mediation of a relationship breakdown between two Directors of a NHS Clinical Commissioning Group

Commercial services: mediation of a dispute between two Directors of a private company in the City of London

Global NGO: mediation of a dispute between the former HR Director and the newly appointed HR Director of a global organisation, based in India

Healthcare: mediation of a relationship breakdown between 3 employees in children's safeguarding services, following a safeguarding negligence allegation

Business conflict where the parties need to maintain relationships:

Legal: mediation of a Legal Partnership breakdown