

Curriculum Vitae

Academic History

I was awarded the Gold Medals in Law (1993, University of Victoria) and Psychology (1989, University of Winnipeg) for obtaining the highest aggregate grade point average in each area of study. In addition, I was recognized for my specific academic excellence in the Law of Evidence and Employment Law.

Following Law School, I clerked with the BC Supreme Court in Victoria, BC. Through this experience, I observed and was coached by members of the judiciary on the importance of transparent, fair and defensible legal proceedings, sound legal analysis and lucid, evidence-based decision making.

Legal Practice

I spent over 18 years acting as a legal advocate for various parties (plaintiffs, defendants, employees and employers) who chose - or were compelled - to resolve their disputes through formal litigation and arbitration. In the first 5 years of practice, I represented members of the medical profession in civil litigation. In the last 13, I specialized in labour, employment and human rights law.

Current Practice as Neutral Mediator, Investigator and Arbitrator

I maintain active certification and insurance through the Law Society of BC. However, I have transformed my experience as an “advocate” into my work as a third party neutral.

I have assisted many organizations, including numerous health authorities, school districts and post-secondary institutions, with their resolution of interpersonal disputes and team dysfunction in the following ways:

- I commonly consult with organizations to “triage” human rights or harassment complaints in order to assist them in determining which of their available processes (facilitated discussions/mediation, formal investigations or otherwise) would be most effective in resolving the matter while causing the least amount of destruction given the nature of the allegations being raised;
- Often, I am called in to mediate a human rights/harassment dispute or grievance by facilitating a focused, respectful discussion between the parties rather than having it escalate to a formal investigation/arbitration;
- I have conducted numerous formal human rights investigations based on allegations of harassment/discrimination on the basis of sex, race, religion, family status, and physical/mental disability;
- I have conducted numerous formal investigations rooted in allegations of personal harassment/bullying;

- I have developed a unique and highly sought after “niche” in helping individuals and teams “rebuild” mutual trust and communication after formal investigation/arbitration processes have been concluded.

In all of the services I offer as a neutral, I am wholly committed to applying my formal education and legal experience in a way that ensures that every party receives a full, fair and objective hearing. Witnesses are treated respectfully and union and management receive a legally sound and practical decision in a timely manner.

Education and Training

In addition to assisting organizations through third-party interventions and supports, I have developed practical and timely tools to assist leaders and their teams with the day-to-day resolution of their workplace challenges and issues. I have created a comprehensive leadership training program on building productive and respectful workplaces (the “MIRROR Method”) which has been utilized by a number of unionized and non-unionized workplaces, including the Provincial Government, Island Health, Interior Health, Northern Health, and numerous municipalities, Colleges and School Districts. I recently published a book on this topic, “The MIRROR Method: How to Build Productive Teams by Ending Workplace Dysfunction” which is now available on Amazon.