



The  
**Trillium**  
Group  
Conflict Management Experts

Name: **Dr Paul R Gibson**  
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The Trillium Group  
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Profile: Mediator, Negotiator, Educator,  
Conflict Management Consultant



### **Experience:**

For many years, as an impartial facilitator, negotiator and mediator, **Paul** has helped people and organisations resolve disputes. His experience and skills have helped others fundamentally change how they deal with conflict in organisations and with their communities and stakeholders. Paul has had particular experience in multi-party conflict resolution and consensus building.

In 2011, Paul became Australia's first European Union qualified mediator by completing the European Mediation Training for Practitioners of Justice (EMTPJ) at the University of Brussels. This enables Paul to mediate cross-border civil and commercial disputes in the EU. Additionally, this qualification is recognised for Paul to mediate in the UK, the Netherlands, Belgium, Germany, Russia, Romania, Slovenia, Ukraine, Portugal, Spain, Egypt and China. This training is a special project of the European Commission and was conducted for the EC by the Association for International Arbitration based in Brussels.

As a 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 agricultural industry. This involved resolving conflict between more than 950 growers, 15 processors, various marketing companies, industry consultants, and the elected Board of the peak industry body. More than 290 people were involved directly in this assignment.

As a mediator, Paul has particular experience and success in resolving commercial & contract disputes, complex technical disagreements, inter-personal conflicts, workplace grievances, industrial relations issues, sexual harassment, discrimination and workplace bullying.

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One of Paul's professional passions is in capacity building – improving the capability and capacity of individuals and organisations to manage conflict. As an educator and trainer, Paul has helped thousands of people and scores of organisations develop skills and competencies to better manage disputation, conflict arising from organisational change and the turmoil of employment relationships.

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. Paul has worked with international organisations and governments in South East Asia, New Zealand, United Kingdom, Europe & 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 conflict.

Paul is active in the education and training of dispute resolution skills. He trains and coaches mediators and is regularly asked to participate in the training and up-skilling of facilitators and conciliators. He teaches conflict resolution, negotiation and mediation to postgraduate students at Deakin University and the University of NSW. He also adjudicates the University of NSW Law Faculty Negotiation Competition, and as part of this role coaches law students in negotiation skills.

Paul's approach as a facilitator was developed at The Tavistock Institute, he is a trained negotiator and conciliator, an EU Qualified Mediator, a NMAS Accredited Mediator and a Graded Arbitrator with IAMA.

**Education and Professional Designation Summary:**

EU Qualified Mediator (European Mediation Training for Practitioners of Justice (EMTPJ), University of Brussels, 2011

Accredited Mediator (IAMA 2005, NMAS 2008)

Professional Certificate in Arbitration, Uni of SA, 2006

Grade 3 Arbitrator (IAMA), 2007

Dip. Corporate Directors' Association of Aust, UNE, 1997

DBA, Bradford Uni (UK), 1996

BA, Applied Social Science, Mitchell CAE, 1980

M Eng Sc, Operations Research, UNSW, 1974

B Sc (Hons) Industrial Chemistry, UNSW, 1971

**Memberships:**

Senior Fellow, Corporate Directors' Association of Australia  
Member and Chartered Chemist, Royal Australian Chemical Institute  
Member and NSW Committee, Institute of Arbitrators and Mediators Australia  
Member and NSW Executive, LEADR

**Employment History:**

- Managing Partner and Director of various consulting businesses: Gibson Consulting Partners, Gibson ADR, 1990 - 2010
- Worldwide Partner & Managing Director, Strategic Management Associates & Hay Software (Aust & NZ), The Hay Group, 1987-1990
- General Manager & Director, Metchem Pty Ltd (an ACP business) 1985-1987
- General Manager (Aust and NZ) and Director, Toltoys (a Division of General Mills Inc. USA), 1982-1985
- Factory Manager: Bradford Insulation (a CSR Limited Company), 1978-1981
- Head, Corporate Training and Development, CSR Limited, 1975-1978
- Shift Supervisor, Fiji Sugar Corporation, 1971-1973
- Factory Training Officer, CSR Limited, 1970

**Passions & Interests:**

An active fly-fisherman who as well as fishing for trout locally, ventures to Tasmania, New Zealand, Patagonia and the USA in search of fly-fishing challenges.

A creative cook with a wide interest in food and wine. Paul is a member of the Metropolitan Food and Wine Society, has served as its "Wine Scribe", and has active interests in a number of wine societies and associations.