

PETER J. BISHOP, LL.B., R.P.D.R.

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Profile:

Peter Bishop is a lawyer, mediator, dispute resolution practitioner, trainer and consultant. From over 35 years' experience with many forms of dispute resolution as a lawyer and a mediator, he has a wide range of competencies in the human dynamics, methods, skills and strategies of conflict resolution. He has conducted hundreds of mediations of workplace, employment, corporate, commercial, insurance, family, estate and other types of conflicts and civil disputes. He has extensive experience, as a mediator, lawyer and consultant with employment relationships and a wide spectrum of organizational issues. He has been involved in many cases of multi-party organizational conflicts involving issues of organizational structure and governance, leadership, performance and interpersonal conflict. He has developed, delivered and participated in customized training programs for mediators, lawyers, human resource professionals, union and other personnel in the public and private sectors.

Professional Qualifications and Positions:

- Graduated from Queen's University with LL. B. in 1976
- Called to the Bar of Ontario, April, 1978
- Obtained ADR Certificate from the Canadian International Institute of Applied Negotiation, August 17, 1995 [168 hours of A.D.R. training & extensive practical experience]
- Obtained designation as *Registered Practitioner in Dispute Resolution* from the Canadian International Institute of Applied Negotiation in 1997
- Appointed to the Ottawa and Toronto Rosters of the Ontario Mandatory Mediation Program in December, 1998, authorized to conduct court-connected mediations in Ontario Court civil actions
- Appointed to the Public Works and Government Services Canada standing offer of persons qualified to provide mediation services in the Federal Government workplace, February 1999
- Appointed as a United Church of Canada Conflict Resolution Facilitator to advise on and conduct conflict resolution processes under that church's Conflict Resolution Policy, July 1999
- Retained as Contract Instructor for the undergraduate course Mediation 3006, Department of Law, Carleton University, 2000
- Appointed to the Canada Customs and Revenue Agency standing offer of persons qualified to provide conflict resolution intervention or training services within the agency, June 2000
- Appointed to the National Defence Canada standing offer of persons qualified to provide conflict resolution intervention or training services within DND/Canadian Forces, May 2001
- Appointed to the Canadian Human Rights Commission (CHRC) standing offer of persons qualified to mediate CHRC complaints, October 2003
- Appointed to the Board of Directors of the Centre for Conflict Education and Research, Carleton University, March 2007
- Appointed to the Board of Directors of the Collaborative Justice Program in Ottawa, April 2011

Dispute Resolution Experience:

- Over 35 years as a civil litigation lawyer in private practice in Ottawa, with extensive knowledge and experience of the law and practice that applies to all types of legal claims. He has acted as counsel for individual and corporate disputants in a wide variety of civil cases, including employment, corporate, commercial, personal injury, insurance, construction, estate and other disputes.
- Mediated over 1,000 civil disputes since 1995 including workplace, employment, commercial, personal injury, insurance, medical negligence, family, estate, real estate and construction disputes

- Since 2001, appointed by various organizations as conflict resolution practitioner to review, assess and intervene in multiparty, multi-issue and multi-level organizational conflicts
- Counsel for disputants in various mediation and other dispute resolution proceedings
- Advised and assisted many individual and corporate clients with a large variety of employment issues, conflicts and disputes, including harassment complaints, grievances and dismissal disputes
- Conducted numerous trials, appeals and other litigation proceedings in all levels of Ontario Courts, Federal Court and the Supreme Court of Canada
- Neutral evaluator or arbitrator of various employment, contract and insurance claims

Negotiation, Mediation and Dispute Resolution Training and Consulting:

- 2000 to present, Contract Instructor for the undergraduate course Mediation 3006, Department of Law, Carleton University
- Current member of the Ottawa Local Mediation Committee under the Ontario Mandatory Mediation Program with responsibility to approve the appointment of mediators to the court roster and generally oversee and administer the Mandatory Mediation Program in Ontario Court in Ottawa-Carleton
- Developed, delivered and participated as instructor, coach and/or skills assessor in various negotiation, mediation and dispute resolution training programs provided to both public and private sector clients:
 - National Defence Canada, Advanced Mediator Training Program
 - National Defence Canada, Constructive Workplace Communications Training Program
 - Carleton University, Graduate Conflict Resolution Program
 - National Defence Canada, Mediator Qualification Program
 - Canada Customs & Revenue Agency, Management Training – “How To Profit from Conflict”
 - Public Service Alliance of Canada, ADR Skills Training
 - CRTC Mediator Development Program
 - Canadian Transportation Agency Mediator Development Program
- March 2009, developed and delivered the 2-day training program *Insight Negotiation and Conflict Resolution* in Iqaluit, Nunavut for the Centre for Conflict Education and Research, Carleton University in partnership with the Aboriginal Leadership Institute
- 2006, developed and delivered the 2-day training program *Law and the Mediation Process* for the Centre for Conflict Education and Research, Carleton University
- Lead consultant on project to develop an evaluation framework for the Canadian Transportation Agency Mediation system
- Prime consultant on project to develop a Mediation Manual for the Canadian Transportation Agency Mediation system
- 2002, appointed by the National Office of the United Church of Canada in 2002 as one of three persons to review, assess and report on senior management leadership issues, accountabilities and workplace issues within the management and staff of the National Office – co-author of the report “A Call to the Table”
- 2008 to present, member of the United Church of Canada’s national Steering Group for developing the church’s policy and practices for the Oversight and Discipline of Ministry Personnel

Other Achievements and Professional Contributions:

- Author of the book *WINNING IN THE WORKPLACE: ADR Strategies for Employment Disputes*, Toronto: Carswell, January, 1995
- Co-author of the book *The Art and Science of Mediation*, Toronto: Emond Montgomery, 2004