



**Paul Mullin**

### **Mediation experience**

Paul is a qualified and experienced interpersonal Mediator, having trained to practitioner level with UK Mediation, and specialises in alternative dispute resolution in the workplace.

He specialises in workplace mediation and has an excellent understanding of best practice in Human Resource Management to ACAS standards and a working knowledge of contract law both of which provide a firm base for resolving workplace disputes, both individual and collective. These skills were acquired after a career that developed from front line management to Chief Executive in an organisation employing over 1,800 people.

“I combine my strongly analytical preference with emotional intelligence, long experience in leadership positions and an enduring interest in psychological models to inform my mediation practice”, says Paul. “My approach is to facilitate insights into the other party’s perspectives which can move the dynamic from stated positions to the mutual accommodation of interests, from which the participants can develop workable and enduring solutions that they own.”

### **Professional experience**

Paul worked in the NHS for over 27 years, including 17 at Board level, before setting up his own mediation, coaching and consultancy business. His career included seven years as Chief Executive of a Mental Health Trust and five years as Operations Director of a large acute hospital.

In addition to mediation, Paul has a Postgraduate Diploma with the ILM in Executive and Leadership Coaching and has practised for five years.

He is a qualified Psychometrics Practitioner (MBTI and FIRO-B) and team coach.

Educated in Social Research and Social Policy to Master’s level at Oxford University, Paul’s subsequent development has included training in system improvement methodologies and Managing Successful Programmes.

It is from his long and successful experience of running operational services that Paul derives his continuing passion for creating environments and relationships that enable people to perform at their best in order to deliver high quality services.