

# Peter Colby

(FCIPD, MSc)



With over 30 years' experience, Pete has facilitated the resolution of hundreds (most likely thousands) of conflicts ranging from disputes between individuals, commercial contracts and corporate issues. He has worked with large blue-chip organisations including Rolls-Royce, British Steel, Corus and Northern Foods. Pete has also successfully facilitated the resolution of industrial action on a number of occasions and has worked very closely with many Trade Unions at regional and national level.

Pete is a CMC registered Civil, Commercial and Workplace Mediator who invests time and energy in engaging fully with people to help parties find the best possible solutions to whatever issues they have. Throughout his career Pete has guided individuals, teams and organisations in not only resolving disputes, but also understanding and engaging with people to prevent issues from arising.

Alongside his mediation expertise Pete has a master's degree (MSc) and holds the highest level of 'Fellow' within the Chartered Institute of Personnel & Development. Having received distinctions in employment law, he is also qualified in health & safety and holds a green belt in lean six sigma. During his career Pete has been responsible for people engagement for up to 15,000 employees across the world and he has also personally managed factories with hundreds of employees, and is also a Company Director.

Pete attributes his ability to engage with people as having been educated at "the University of Life". In any one day he can be working with employees on a shop floor, Senior Corporate Executives, Trade Unions or Lawyers – it's working with such a variety of people and backgrounds that gives him the buzz that he gets from his work.

He fundamentally believes that the root cause of issues between people always stems from relationships, engagement and trust – whether it be in a commercial contract, in a civil matter or in the workplace. Pete recognises that entering into mediation is a difficult but positive step forward for all parties involved. He explains "if people are willing to talk and engage in mediation then I will explore every avenue possible to help the parties in reaching their own pragmatic solutions. This is the beauty of mediation - rather than decisions being made for you by a Judge in a court of law you can achieve a much better solution, save yourself a whole lot of stress and, in most circumstances, save thousands of pounds in legal costs".

It's the pragmatism that Pete believes in so passionately that inspired him to launch his own company Pragmatism (UK) Ltd, which offers mediation and other people-related help to businesses and individuals across the UK.

Pete is married with a 7-year-old daughter (who he says "already thinks she's a teenager"), an 11-year-old dog (who "still thinks he's a puppy"), and a number of ex-battery chickens re-homed through an organisation that he regularly supports. In his spare time he does lots of DIY, having managed a

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large home improvement project over the last few years – which he hopes one day will actually be completed.

Pete can help parties to resolve their disputes in any civil, commercial or workplace situation.