



CEDR Accreditation:	2015
CEDR Panel:	2019
Languages:	French English Italian
Location:	France

Dorothee Bernard

*served as a vital communication
bridge, helping me take a step back
and regain perspective”*

Overview

Lawyer by training, Dorothee graduated with a business law degree and a postgraduate qualification in Dispute Prevention and Resolution (LL.M at Westminster University) in London. She worked 7 years with Latham & Watkins in London and Paris. She became an accredited mediator, with CALM (Confidential and Local Mediation Centre) in 2009, and with CEDR (Center for Effective Dispute Resolution) in 2015. She also trained with the Institute for Negotiation and Mediation Training (IFOMENE), in France, in 2011.

Experienced mediation practitioner for over 10 years, Dorothee has been involved with several mediation organizations, both in France and in England, before she co-founded Bfor Mediation. Bfor Mediation provides training, consulting and mediation services. Bfor Mediation has been FFCM Accredited Mediation Centre since 2015 and is on the mediators' panel to provide court-based mediations for the French Court of Appel of Paris and Montpellier.



Mediating on a regular basis, she has been involved in over 60 court-based and voluntary mediation cases in the past years. Dorothée has experience of government agencies, charitable organisations, public as well as private sector clients. She worked, amongst other, in the medical, public notary, accounting, construction and real estate industries. Her experience is ranging from workplace and employment to commercial, consumers or tenancy disputes.

Expertise

- Employment & Workplace
- International Trade & Competition
- Partnership & Shareholder
- Commercial & Corporate
- Public Sector & Governance
- Sale of Goods & Services
- Construction, Property & Planning
- Technology, Media & IP
- Inheritance

Dispute Experience

Employment & Workplace

- Allegations of discrimination over workload, flexitime, holiday allocations.
- Allegations of sexual discrimination.
- Allegations of harassment and bullying.
- Disagreement over the job description, workload, ... , leading to unmanageable levels of absence due to stress.
- Allegations against the management style perceived as overbearing, overcontrolling.
- Dysfunctional team interaction over unresolved past conflicts.

Partnership & Shareholder

- Disputes over distribution of assets follow dissolution.
- Dispute over the business management and the management of assets.
- Disputes over breach of contract and exit terms.
- Disputes over Buy-out terms.
- Dispute between shareholders about the manner and value of the sale of business property after liquidation, leading to extreme deterioration of the relationship and excessive legal costs.

Commercial Contracts

- Supply of goods or services.
- Unpaid invoices.
- Payment of rent and service charges pursuant to a lease.
- Breach of contract.

Property & Construction

- Dispute between Public Authority and a land owner in relation to refurbishment of public road. Alleged defective construction of highway.
- Dispute over quality and costings issues.
- Dispute between homeowners for alleged negligence and breach of contract by builders, with counterclaims for unpaid invoices.
- Dispute between purchasers of a new build property and the Developer, over breach of contract, quality issues, latent defects of the property, negligence.
- Dispute between Homeowners and the Developer of a newbuilt property over breach of contract and misrepresentation.

Trusts, Wills & Probate

- A trust settlement.
- The ownership of the family home.
- The administration of the estate.

Personal Style

Dorothee is a firm believer in thorough preparation and places great emphasis on pre mediation contact with the parties and their representatives. Able to build rapport easily during this time and the early stages of the mediation, she works actively to assist the parties in viewing their dispute as a shared obstacle, one that can be overcome by effective communication between them. Dorothee is not afraid to test the parties if needed and is highly pragmatic in helping consider options for settlement.

Dorothee uses her background and skills to help people to exchange their point of view in a non-confrontational manner that nonetheless challenges each side constructively, drawing out essential issues in a dispute, enabling the parties to better understand rival viewpoints and make/act on an informed risk-assessment with a view to settlement.

As a trainer, Dorothee continues to deliver mediation, negotiation and communication skills training worldwide, both as a member of the CEDR faculty and independently. Dorothee organised two conferences at Montpellier Business School, in 2013, and at the Université de Droit de Montpellier, in 2014, to promote mediation awareness.

For the past 4 years, she has been delivering mediation training for the Mediator Skills Training Course delivered by CEDR in partnership with the Institute for Mediation and Negotiation (IFOMENE), in Paris.

She also program and organise the Professional Mediation Training Course delivered in partnership with the Fédération National du Droit pour les Entreprises (FNDE), CEDR, the Fédération Française des Centres de Médiation (FFCM) and IFOMENE.

Working as a trainer, she witnessed the pleasure people have to work on their communication, emotional or negotiation competences to reach different outcomes. She strongly believes that improving people's capacity to prevent and manage difficult situations can really improve their well-being and prevent psychosocial risks.

Strongly involved in the development and promotion of the mediation process, Dorothée has participated in several publications and meetings on developments and best practices in mediation in France and abroad. She is co-organizing "The Montalieu Forum", a three-day conference and workshop for experienced mediators. The aim is to reflect on mediation practices and publish handbooks for best practice.

She works closely with judges to develop out of court dispute resolution.

