



**CEDR Accreditation:** 2013  
**CEDR Panel:** 2014  
**Languages:** English  
**Location:** United Kingdom & International

**Awards:**  
Civil/Commercial Mediator of the Year 2024-2025, National Mediation Awards (2024)  
Global Mediation Synergy Award, Ukrainian Academy of Mediation (2024)

## Frederick Way

*"I would recommend Frederick without hesitation as one of the brightest and best mediators I have worked with. One of the most impressive mediators I have experienced: he was well-prepared, patient, empathetic and against all odds managed to assist the parties in reaching a settlement."*

*"Regularly mediating high-value civil and commercial claims, Frederick Way is a 'very sensitive and intelligent mediator, who adapts his style to different circumstances. He is also always extremely well prepared.'" Legal 500 Editorial Commentary 2026*

## Overview

Frederick Way is a leading UK Mediator working across Civil, Commercial and Employment disputes.

Having trained as a barrister, Frederick has working as a mediator since 2013, and been a member of the CEDR UK Commercial Mediator Panel since 2014,. In that time, he has resolved hundreds of cases for individuals, teams and organisations in the UK and internationally. He is particularly well-regarded by clients for his ability to handle sensitive and complex interpersonal commercial and employment disputes.



Frederick is ranked by Legal 500 2026 as a leading mediator for the UK and in 2025, Frederick mediated over £75M worth of disputes. In December 2024, Frederick was named Civil/Commercial Mediator of the Year at the National Mediation Awards, the highest award in UK Mediation.

In his practice Frederick has mediated cases involving disputes between individuals, large corporates, charities and public bodies. He regularly mediates high value civil and commercial claims and cases with complex legal issues or involving allegations of professional misconduct. Recent cases include resolving a collective bargaining pay dispute for 7500 Employees, a resolution of an interpersonal dispute between senior leaders of a leading cultural organisation and the facilitation of talks over the legal ownership of a highly important religious site. In his cases, Frederick is recognised for his ability to provide balance of the commercial, human and legal drivers, narrow the issues and guide parties towards settlement.

Through his employment and workplace practice, Frederick supports employees and organisations to find resolution to challenging HR and organisational issues. He combines his facilitation, mediation and coaching skills to help parties to find resolution, such as team renewal, culture change and empowering individuals. Frederick has worked with organisational parties in a range of industries, including banking, education, charity and the commercial sector.

## Professional Background

Prior to becoming a mediator in 2013, Frederick trained as a barrister and worked in property and professional negligence disputes.

From 2012 to 2025, Frederick worked for CEDR as a civil, commercial and employment mediator, trainer and Senior Dispute Resolution Consultant. As CEDR's Senior Dispute Resolution Consultant, Frederick worked with law firms, commercial organisations and judicial bodies on the development of new conflict resolution systems and the utilisation of ADR for the legal industry. Prior to that role, Frederick was the Head of the CEDR Foundation, responsible for all of CEDR's charitable output and innovation.

In 2025 Frederick focussed his career on being a full-time civil, commercial and employment mediator. He continues to work with CEDR as a Leading Panel Mediator and as a Lead Trainer in Mediation.

A respected speaker on mediation, Frederick regularly speaks on mediation and conflict resolution to corporates, law firms and judicial bodies. Recent talks include to: representatives of the UK House of Commons and House of Lords, the Supreme Courts of Qatar, the Supreme Court of the Maldives, the High Court of Bulgaria, the government of Ghana; the Government of Kosovo, China



Council for the Promotion of International Trade, the University of Copenhagen's Masterclass series on Mediation, Girls Human Rights' Hub, UK and international Law firms; Universities and others. In 2024, Frederick was awarded the Global Mediation Synergy Award from the Ukrainian Academy of Mediation for his work with CEDR in advancing mediation across borders.

He is a regular contributor to podcasts and writer on mediation, as well as being a main host of CEDR's Masterclass series on Mediation. With Dr Karl Mackie CBE, Frederick was the author of the CEDR publication *Setting Up and Running a Public Inquiry: Guidance for Chairs and Commissioning Bodies*, which has since been adopted by several UK Public Inquiries.

Outside of his mediation practice, Frederick has a specialist knowledge of the arts, equality and charities as a board member. He has been the Vice Chair of the Imperial Society of Teachers of Dancing, a global dance organisation since 2019 and was the Deputy Chair of Access All Areas, a leading theatre charity for Learning Disabled and Autistic performers from 2015-2023.

## Expertise

- Arts
- Charity
- Commercial
- Construction
- Costs
- Employment & Workplace
- Insurance
- Private Client Disputes
- Professional Negligence
- Property
- Sale of Goods & Services
- Shareholder/Partnership
- Sports
- Tax
- Trusts, Wills & Probate

## Personal Style

Frederick's style is pragmatic, forward-focussed, creative, commercially aware and people centred. As a mediator, Frederick is known for being especially able at helping parties to understand each other's perspectives, understanding and expertise to move towards a workable settlement. He is equally comfortable working with vulnerable individuals through to large corporations and is confident in helping parties to balance the legal, personal and commercial aspects and make forward progress. Parties comment on Frederick's ability to balance patience and sensitivity with commercial and legal awareness and practical leadership of the conflict towards settlement.

Within his work, Frederick is highly experienced in working with individuals. He is especially recognised by clients for his ability to handle the human side of a dispute, working sensitively and effectively with clients in discrimination claims, private client disputes; partnership fall outs; family business, property or trust disputes; or where there are additional needs such as mental health/disability, vulnerability; or heightened emotions, frequently settling cases which have been long-running or extremely challenging.

## Dispute Experience

*Where Mediations fall into two different categories they are listed in both*

### Arts

- Heritage Venue - Mediation between Leader and Deputy of world-renowned heritage venue over working relationship, and subsequent mediation of negotiated exit;
- Cultural Venue – Highly sensitive employment dispute re: alleged disability and sexual orientation discrimination and alleged personal injury between former senior employee of leading cultural venue and board of trustees;
- Performing Arts/Venue – High value dispute between entertainment venues and commercial cleaning company over alleged breach of contract;
- Performing Arts - Dispute between theatre production company and location scout over alleged frustration of contract for immersive theatre production;
- Performing Arts/Venues - Facilitation consultancy services re: large scale Arts Industry Employment dispute with a Union;
- Performing Arts - Facilitation of dispute resolution amongst volunteer groups in Arts charity
- Performance Arts – Dance and Professional Theatre - Specialist knowledge of Arts as a Trustee of arts organisations – Vice Chair of the Imperial Society of Teachers of Dancing, a global Dance Charity (2019- present) and formerly Deputy Chair of Access All Areas, a professional theatre Company for Learning Disabled Artists (2015-2023)

### Charity

- Religious charity – Long-running and high conflict dispute between two different religious groups over ownership, governance and access rights to a temple;
- Heritage Venue – Mediation between leader and deputy leader of world-renowned heritage organisation over working relationship and management of negotiated exit;
- Cultural Venue – Highly sensitive employment dispute re: alleged disability and sexual orientation discrimination and alleged personal injury between former senior employee of leading cultural venue and board of trustees;
- Industry body charity – Dispute between former and current chair of charity, and CEO over governance issues and allegations of inappropriate behaviour and bullying;
- Social Enterprise – Mediation between social enterprise and local authority over long-term lease/licensing dispute for main venue of social enterprise;

- Educational Charity - Facilitation of change in executive and leadership team culture for educational charity operating in primary education;
- Energy/Charity - As co-mediator, high value dispute between charity and multi-national conglomerate over alleged human rights and environmental breaches;
- Miscellaneous Charity - Consultancy Services including on charities changing legal status and dispute resolution with volunteers
- Performance Arts - Specialist knowledge of Charity as Charity Trustee, including as Vice Chair of Imperial Society of Teachers of Dancing, a Global Dance Charity and Deputy Chair of Access All Areas - Theatre Company charity for Learning Disabled Performers

### **Commercial**

- Collective Bargaining – 2 day Multi-Million pound collective bargaining dispute between FTSE 100 Company and two unions re: pay for 7500 workers to avoid nationwide strike, following failed ACAS talks;
- Joint Venture – Multi-million dollar dispute over end of a joint venture between UAE and US-based companies in manufacturing sector and conflict between board members;
- Recruitment Contracting - High value dispute over alleged breach of contract re: use of a recruiter for cross-border staff between UK and Africa in International start-up and alleged poaching of key staff member;
- Sale of Business – Dispute over alleged misselling of care-home business and counterclaim for breach of contract;
- International Property – 9 Party multi-million dispute over alleged fraudulent sale of properties in India;
- Pharmaceuticals – As co-mediator, high-value dispute between supplier and manufacturer of pharmaceutical products
- Commercial Contract – High value dispute between entertainment venues and commercial cleaning company over alleged breach of contract;
- Commercial Contracting – Two year dispute over unpaid invoices for supply of healthcare staff to care homes
- Appeals - Court of Appeal Mediation for £1M+ unpaid legal costs in relation to a failed joint venture;
- Appeals - High Court Appeal mediation relating to alleged unpaid debts by a former director of a company and counter-arguments alleging judicial misconduct towards a vulnerable party at first instance;
- Tax/Sport - As mediation adviser, multi-million tax dispute between former professional footballer and tax authority over agent fees and image rights;
- IT/Computing - Dispute between software firm and analyst firm over multi-year software package contractual dispute and allegations of defamation;

- Commercial Property Development - Dispute over possession order for Defendant's home used as security for a high value business loan;
- Tax and Financial Planning – Dispute over fee paid to high-value investment fund following a delay in fund maturing;
- Commercial Property and Hospitality - Multi-claim commercial rent arrears dispute in relation to non-payment of rent following alleged malicious property damage, alleged insurance fraud and dilapidations on other properties;
- Manufacturing/Insurance - Alleged breach of contract of an insurance brokering arrangement and counterclaim for concealment of charges and breach of fiduciary duty;
- Insurance - As a mediator on a team of four mediators, multi-billion-pound insurance facilitation involving 20+ parties;
- Financial Services - As co-mediator – dispute between financial regulator and multiple former banking officials over alleged mis-dealings;
- Energy/Charity - As co-mediator, high value dispute between charity and multi-national conglomerate over alleged human rights and environmental breaches;
- Banking/Financial Services - As co-mediator, large scale banking industry dispute re: consumer payments for PPI contracts;

### **Construction**

- Commercial Property - Dispute between commercial property developer and builder over construction of multiple buy-to-let holiday homes;
- Commercial Property - Dispute between private client and builder over alleged negligent construction of small aeroplane workshop;
- Residential Property - Dispute between homeowner and builder over property conversion – combining multiple apartments into single property – where property construction had stalled;
- Residential Property - Dispute between private client and builder over alleged negligent project management of large property extension and counter claim of criminal damage.
- Residential Property - Dispute between ultra-high net worth individual and professional services company over remodelling services in relation to a historic listed property;
- Professional Negligence – Landscaping - Dispute between landscaping contractor and professional client regarding failure to pay final bill; and counter claim for failure to do work correctly.

### **Costs**

- Legal Costs – Dispute between tenant and managing agent over legal costs spent in relation to a service charge

- Legal Fees/Professional Negligence – Disputed legal costs between client and lawyer over representation in aborted divorce proceedings and alleged professional negligence over jurisdiction
- Appeals - Court of Appeal dispute for £1M unpaid legal costs in relation to an abandoned joint venture;
- Legal Fees/Professional Negligence - Disputed legal costs bill between client and lawyer over representation in divorce proceedings and alleged professional negligence;
- Legal Fees/Property - Claim of disproportionate costs within CPR rules in relation to high-value property dispute;

### **Employment and Workplace**

*Experienced in working with organisations to reform corporate culture and working with colleague-colleague and employee-organisation disputes and managed exits*

- Public Sector – Multi-Million claim by former senior leader against multiple defendants for alleged conspiracy and misfeasance in public office for loss of a senior position;
- Cultural Institution – Highly sensitive disability (PTSD) and sexual orientation discrimination claim as well as personal injury claim between former senior staff member and trustee board of leading organisation;
- Technology – As co-mediator, High Value claim between outgoing technical specialist staff member and former company over alleged disability discrimination;
- Cultural Institution – Mediation between leader and deputy leader of cultural institution over working relationship and subsequent negotiated exit;
- Healthcare/Agency Staff – Mediation between healthcare organisation and agency over multiple agency staff contracts
- Collective Bargaining – Multi-Million Pay Negotiations between Employer and Two Trade Unions for 7500 workers to avoid national strike
- Employment/Recruitment High value dispute over alleged breach of contract re: use of a recruiter for cross-border staff between UK and Africa in International start-up and alleged poaching of key staff member
- Education – Conflict between headteacher and governors of private school and school culture reform; multi-staged intervention over four months, facilitated exit and restructure
- Banking – Senior Employee Exit in multi-national following allegations of disability discrimination and bullying
- Banking – Mediation between employee and manager re: lack of promotion and critical feedback
- Banking – Team culture reform of cross-cultural international team
- Charity - Dispute between former and current chair of charity, and CEO over governance issues and allegations of inappropriate sexual behaviour and bullying.
- Charity – Board Level reform of a Charity following allegations of historic negligence

- Charity – Senior Level disputes between leadership of a Charitable Organisation over performance

### **Insurance**

- Manufacturing/Insurance - Alleged breach of contract of an insurance brokering arrangement and counterclaim for concealment of charges and breach of fiduciary duty;
- Commercial Property/Insurance - Multi-claim commercial rent arrears dispute in relation to non-payment of rent following alleged malicious property damage, alleged insurance fraud and dilapidations on other properties;
- Insurance - As a mediator on a team of four mediators- multi-billion-pound insurance facilitation involving 20+ parties;

### **Private Client and General Civil**

- Breach of Contract/Negligence – Dispute between Local Authority and executor of Deceased's Estate over alleged unpaid care home fees due under Care Act 2014 with counterclaim of alleged negligence
- Inheritance/Vulnerable client - *Inheritance Act 1975* claim in relation to exclusion of vulnerable adult daughter from a Will who had been subject to criminally proven abuse from the deceased as a child;
- Breach of Contract – Consumer – High Value consumer claim for sale of an alleged defective product between an individual and a luxury car dealership
- Professional Negligence – Dispute between social media personality and mechanic over alleged professional negligence re: upgrading super-car used for media projects
- Education – Dispute between University Student and Institution over alleged disability discrimination and defamation
- Private Client/Family - Dispute between family members over a high value loan given to elderly relative to buy assisted living flat and renovation works on second property;
- Disability Discrimination/Public sector - Persistent claimant with mental health and physical health needs with multiple court claims and ombudsman complaints against a social housing provider including race and disability discrimination;
- Commercial Property/Insurance - Multi-claim commercial rent arrears dispute in relation to non-payment of rent following alleged malicious property damage, alleged insurance fraud and dilapidations on other properties;
- Race Discrimination - Alleged racial discrimination and victimization by a local authority to an individual over alleged environmental nuisance offences;
- Disability Discrimination (Mental Health) and Commercial - High Court Appeal mediation involving vulnerable party relating to alleged unpaid debts by a former director of a company and alleged judicial misconduct;

- Private Client/Family - Dispute between estranged family members over legal status as a gift or loan of high-value financial transfer used to purchase property where parties moved in together and fell out;
- Commercial Property- Dispute over order for possession of Defendant's home which was used as security for a high value business loan, involving multiple family members as co-defendants;
- Privacy/Disability Discrimination and Public Sector - Injunction proceedings by Public Body for privacy and noise complaints against an individual with Pender capacity vulnerability and mental health capacity;
- Private Client - Dispute between ultra-high net worth individual and professional services company over remodelling services in relation to a historic listed property;
- Inheritance – Religious Discrimination - Dispute over religious discrimination re: unmarried Catholic partners in execution of will by family member as executor;
- Private client – Family - Freehold property dispute between former partners and linked family members following breakdown of relationship;
- Private Client – Partners - Tort of Conversion dispute over sale of sportscar and high-value personal property by former partners;
- Private Client – Partners - Dispute over collapse of gym business following Covid-19 and harassment charges against a former business and romantic partner;
- Family Business - 12-year dispute over alleged fraudulent undervaluing in an insolvency action amongst family members;
- Private Client – Partners - High emotion dispute between former romantic partners over whether money given as a business loan or gift;
- Inheritance/Family - 5-year dispute between extended family members over division of a multi-property estate of a relative who died intestate;
- Private Client – Professional services - Dispute between landscaping contractor and professional client regarding failure to pay final bill; and counter claim for failure to do work correctly.
- Private client – Former partners - Dispute over alleged unlawful conversion of a supercar
- Private Client – Noise Disturbance - Dispute between neighbours over continuous problems with noise and disturbance. Mediation settled in one hour.

### **Professional Negligence**

- Professional Negligence – Legal Services – Alleged professional negligence against a law firm regarding advice surrounding jurisdiction for a divorce
- Professional Negligence – Car Services – Alleged professional negligence against a mechanic in relation to upgrading of a super-car for a social media personality
- Professional Negligence - Accountancy - Alleged professional negligence against an accountant for incorrect software purchase for a client and negligent advice;

- Professional Negligence – Construction/Architecture - Dispute between a private client and builder over alleged negligent construction of a small aeroplane workshop
- Professional Negligence – Legal - Disputed legal costs bill between client and lawyer over representation in divorce proceedings and alleged professional negligence;
- Professional Negligence – Home Design - Dispute between ultra-high net worth individual and professional Design company over remodelling services in relation to a historic listed property;
- Professional Negligence – Landscaping - Dispute between landscaping contractor and professional client regarding failure to pay final bill; and counter claim for failure to do work correctly.
- Manufacturing/Insurance - Alleged breach of contract of an insurance brokering arrangement and counterclaim for concealment of charges and breach of fiduciary duty;
- Professional Negligence – Funeral Industry - 22 Mediations for the National Association of Funeral Directors relating to professional negligence disputes in funeral industry, working with vulnerable clients and professional funeral directors
- Professional Negligence – Construction - Building dispute between private clients and building firm over high costs and alleged negligence re: a large extension.
- Financial Services - As co-mediator – dispute between financial regulator and multiple former banking officials over alleged mis-dealings;

## **Property**

- International Property – 9 Party multi-million dispute over alleged fraudulent sale of properties in India;
- Religious Property – High Conflict dispute over legal ownership of a Temple between two different religious groups with additional disputes over governance and access rights;
- Residential Property/Trusts Law – Dispute over residential property between former family members after breakdown of an arranged marriage with cultural and emotional issues as well as legal complexity over constructive trusts;
- Social Housing – High Value claim for Personal Injury from alleged exposure to asbestos in social housing property;
- Residential Property – Dispute between competing landlords over property where both claimed ownership;
- Residential Property – Service Charge – Dispute between tenant and Managing Agent over service charge and associated legal fees;
- Commercial Property – Dispute between social enterprise and local authority over a long-term lease/licence;
- Residential Property/Rights of Way - Dispute between neighbours of high value London townhouses surrounding rights of way of shared area including allegations of criminal damage and harassment;

- Residential Property/Mortgage - Dispute between family members over a high value loan given to elderly relative to buy assisted living flat and renovation works on second property;
- Commercial Leasehold Property and Hospitality- Multi-claim commercial rent arrears dispute in relation to non-payment of rent following alleged malicious property damage, alleged insurance fraud and dilapidations on other properties;
- Residential Property - Dispute between family members over legal status as a gift or loan of high-value financial transfer used to purchase property;
- Residential Property/Commercial Collateral - Dispute over Possession Order of Defendant's home which was used as security for a high value business loan;
- Commercial Property – Buy To Let - Dispute between leaseholder and council freeholder over historic dilapidations of buy to let property;
- International Property - Dispute over Spanish property between step-mother and step-daughters and jurisdiction of dispute;
- Residential Property - Proprietary Estoppel case between long-term romantic partners with allegations of coercive control;
- Residential Property – Trusts - Property dispute between two sisters relating to whether a property held on trust or outright;
- Residential Property – Former Partners – Dispute over legal title and equitable interest in residential property in former extra-marital relationship;
- Residential Property – Family - High value multi-property dispute between former couple and extended family and mortgage disputes;
- Commercial Property – Repair - Dispute over leasehold of a supermarket and repair obligations with freeholder;
- Commercial Property – Repair - Four-year dispute over a break clause and dilapidations claim for the lease of a nightclub;
- Commercial Property – Right to Light - High cost right-to-light dispute between neighbouring commercial properties,
- Commercial and Residential Property - 20-year multi-property and business dispute between two formerly romantically involved business partners;
- Commercial Property - Dispute between a property developer and builder over a final invoice and alleged negligence;
- Residential Property - 10-year dispute between property owner and management company of apartment block over extension of lease, service charges, repairs and neighbourhood issues;
- Commercial Property/Planning - As co-mediator, multi-party dispute between large scale property developers and council over alleged breaches of the *Town and Country Planning Act 1990*

- Residential Property – Leasehold - *As an advocate, worked for clients facing home repossessions in over 20 court hearings.*

### **Sale of Goods & Services**

- Breach of Contract – Consumer – High Value consumer claim for sale of an alleged defective product between an individual and a luxury car dealership
- Commercial Cleaning – High value dispute between entertainment venues and commercial cleaning company over alleged breach of contract;
- Software/IT - Dispute between software firm and analyst firm over multi-year software package and allegations of defamation
- Insurance/Brokering - Alleged breach of contract of an insurance brokering arrangement and counterclaim for concealment of charges and breach of fiduciary duty;
- Private Client – Home Design - Dispute between ultra-high net worth individual and professional Design company over remodelling services in relation to a historic listed property
- Private Client – Landscaping - Dispute between a landscape gardener and client regarding failure to pay final bill; and counter claim for failure to do work correctly.

### **Shareholder/Partnership Disputes**

- Appeals – Directorship - High Court Appeals mediation involving vulnerable party relating to alleged unpaid debts by a former director of a company
- Partnership – Commercial Property - Dissolution of a multi-property buy-to-let partnership between former business partners
- Partnership – Builder - Dissolution of a two-person partnership deal in relation to ownership of a gym
- Shareholder - Property development – shareholder dispute in relation to a delayed property development
- Partnership – Legal Services - As co-mediator, 6 party dissolution of a Law Firm partnership

### **Sports/Tax**

- Sports/Tax - As mediation adviser, representing former professional footballer at a tax mediation about agency fees and image rights
- Tax – Dispute over fee paid to high-value investment fund following delay in fund maturing

### **Trusts, Wills & Probate**

- Inheritance - Inheritance Act 1975 claim in relation to exclusion of adult daughter from a Will who had been subject to criminal actions from the Deceased
- Care Act 2014 - Dispute between Local Authority and executor of Deceased's Estate over alleged unpaid care home fees due under Care Act 2014 with counterclaim of alleged negligence

- Inheritance/Religious Discrimination - Dispute over religious discrimination re: unmarried Catholic partners in execution of Will by family member
- Inheritance - Disputed will between family members re: allegations of failure to execute Will correctly
- Inheritance - Complicated financial settlement following death of family member intestate with multiple family members
- Inheritance - Highly emotional family dispute over the intentions of a Will within cultural context.
- Trusts - As co-mediator, five party family offshore trust dispute over two days with a quantum of £100M
- Inheritance/Islamic Law - As co-mediator, four party family dispute surrounding a Will executed under Islamic Law

## Professional Skills

- Trained as a Barrister (Now Non-Practising). Called to the Bar in 2012.
- Lead Trainer on CEDR's Mediation Skills Training Course
- Facilitator and Coach of Employment and Workplace Parties
- Neutral Chairing
- Public Speaking
- Coach of New Mediators and conciliators
- Coach for English and Welsh National Negotiation Team – 2018-2023 at World Championships. England Team 1<sup>st</sup> place 2023 (Rome, Italy);
- French (Working Ability)

## Feedback

- Frederick Way was nominated by my opponent to mediate a probate dispute. The case was one of the most difficult and emotionally charged that I have dealt with in my career and we approached the mediation with a full appreciation of the exceedingly difficult issues and a realistic expectation as to the likelihood of reaching a settlement. I have over 20 years' experience both as a mediation advocate and a mediator and Frederick was one of the most impressive mediators I have experienced during that time. He was well prepared, patient, empathetic and against all odds managed to assist the parties in reaching a settlement after a long and emotionally taxing day. I will use him in future should the opportunity arise and would recommend him without hesitation as one of the brightest and best mediators I have had the pleasure to work with"

- “Frederick was very good and I think he gave balance to the mediation. One of the things that I liked the most is that he was very professional. Also, he was very well prepared in advance.”
- “Many thanks Frederick. By [your] hard work and patience..., you achieved a resolution to a bitter dispute that has raged on in various guises for over a decade and an application fought for at least eight years. You allowed the respondent to think and reach a settlement”
- “Frederick was hard-working, thoughtful and imaginative and assisted the parties greatly in coming to a satisfactory resolution of the litigation”.
- “Frederick’s professional, considerate and authoritative style was key in getting the parties to focus and move the matter forward”
- “Frederick had a very “no nonsense” but calm approach”
- “I was impressed by the way in which Frederick was able to firmly hold his position with authority in a diplomatic and elegant manner, retaining control of the process”
- “Frederick was able to effectively design the process to accommodate the needs and sensitivities of the clients”
- “Despite the numerous challenges this case presented throughout the process, Frederick remained calm and diplomatic”
- “Frederick’s polite firmness, sensitivity and patience were very effective tools in overcoming each hurdle”
- “The parties felt heard and respected on both sides”
- “The parties made significant progress with Frederick’s expert guidance”
- I thought you were excellent”
- “Thank you for all your help and assistance – the parties have made significant headway and the matter can be resolved without litigation”
- “[Workplace dispute – exiting employee] – “The mediation process was completed yesterday. Frederick has been absolutely brilliant. I would highly recommend him for mediation in similar circumstances as he really helped me and he mediated a final meeting with [my colleague] yesterday which went well so that we can part on good terms”
- [Workplace dispute – exiting employee] “Thank you again Frederick for everything you have done for me and my family”
- [Workplace dispute – Employer] – “I wanted to say how grateful we are and what a terrific job you did in this very sensitive situation. There is nothing better than a situation in which an employee is genuinely happy about what they have decided to do and truly owns that decision and where a company has clarity for the future. Thank you.”

- “Thank you Frederick for your patience! I would be very happy to work with you again!”  
Barrister
- On coaching - “I feel very fortunate to have Frederick as my coach and I cannot recommend him highly enough.”
- On coaching – “Frederick is a natural coach. He strikes the right balance between asking questions to focus thinking and the development of one’s own solutions, versus offering ideas and suggestions.
- “On coaching – “Frederick is a superb listener and demonstrates great empathy; his appreciation of the journey individuals make through challenging experiences is both reassuring and confidence building.”
- “Regularly mediating high-value civil and commercial claims, Frederick Way at CEDR is a ‘very sensitive and intelligent mediator, who adapts his style to different circumstances. He is also always extremely well prepared.” Legal 500 Editorial Commentary 2026
- “I would recommend Frederick without hesitation as one of the brightest and best mediators I have worked with”
- “Frederick was one of the most impressive mediators I have experienced... He was well-prepared, patient, empathetic and against all odds managed to assist the parties in reaching a settlement”
- “Frederick was excellent... he gave balance to the mediation... very professional... very well prepared in advance.”
- “Frederick’s professional, considerate and authoritative style was key in getting the parties to focus and move the matter forward. The Parties made significant progress with Frederick’s expert guidance.”