



## Hannah Tümpel

<b>CEDR Accreditation:</b>	2015
<b>CEDR Panel:</b>	2026
<b>Languages:</b>	German English French Italian
<b>Location:</b>	Berlin, Germany London, UK Paris, France

*“Her rare combination of strategic insight, leadership experience and exceptional facilitation skills made all the difference.”*

### Overview

Hannah Tümpel is a mediator, lawyer and educator with senior management experience.

Hannah has two decades of practical experience in international dispute resolution, including in cross-border commercial mediation, mediation within organisations and teams, family mediation and state-investor mediation. A trained lawyer, Hannah is certified as a mediator in Germany and accredited by CEDR and MiKK. Hannah has experience as a sole or co-mediator and in online mediation. She can mediate in English and German with very good working knowledge of French and Italian.



Hannah has spent many years leading international, multi-cultural education organisations in the private and public sectors. This work, both as a senior management member and as a trustee, has given her an understanding of the challenges and opportunities facing complex organisations with diverse teams and a variety of stakeholders. Hannah is able to lead proceedings involving a range of different participants, and she is equally comfortable working with executives, non-profits, entrepreneurs, volunteers, students, academics, and heads of state.

## Professional Background

Hannah's career focuses on mediation, dispute resolution, and peacebuilding.

After working at the ICC's International Court of Arbitration, Hannah went on to lead the ICC International Centre for ADR in Paris. Her team administered hundreds of cross-border dispute resolution proceedings, including mediations and conciliations. In this role, Hannah worked closely with major corporations, law firms, and state representatives.

She subsequently held senior leadership positions in complex international organizations, including serving as Deputy Executive Director of United World Colleges (UWC) International, a global peace education movement active in over 155 countries. Her responsibilities included governance, compliance, crisis management, strategy development, communications, community engagement, and philanthropy. She later continued her work in education and culture as Director of a sub-organization of the German Commission for UNESCO, fully funded by the German Federal Foreign Office.

Hannah also served on ICSIDS's conciliator list from 2017 and was among the first two female conciliators ever appointed in ICSID cases.

Today, Hannah combines her expertise in education and dispute resolution as Academic Co-Director of the Master's Program in Mediation and Conflict Management at the European University Viadrina, Guest Lecturer at Humboldt University, and as a practicing mediator, facilitator, and moderator.

Hannah was one of the principal drafters of the ICC Mediation Rules as well as the ICC Expertise and Dispute Boards Rules. She also contributed to the drafting of the IBA Investor-State Mediation Rules and recently authored the first comprehensive legal commentary on the new ICSID Mediation Rules. In 2015, she was admitted to the pathway program of the International Academy of Mediators (IAM). Since 2007, she has served on various task forces of the International Mediation Institute (IMI) and was a member of the Advisory Committee to the ICC Commission on Arbitration and ADR Task Force on ADR and Mediation.

During her time at the ICC, Hannah's team organized the annual ICC International Commercial Mediation Competition, the largest educational event in the field of international mediation. Since 2015, she has participated as mediator and assessor in various international mediation competitions (including ICC, IBA-VIAC-CDRC, IIMAC) to support the training of the next generation of dispute resolution specialists.

A German-qualified lawyer, Hannah holds an M.A. in Mediation. She has lived in several countries, including France, Belgium, Italy, the United States, the United Kingdom, and Portugal. She speaks English fluently and has very good working knowledge of Italian, in addition to her native German. Since late 2019, she has been primarily based in Berlin, Germany, while continuing to work internationally.

## Expertise

- Team & Group processes in particular management teams and boards of directors.
- Commercial disputes including cross-border
- Not for profit sector including foundations
- Intercultural Disputes & Intercultural Communication
- Investor-State disputes
- Arts, Artist Estates & Inheritance Disputes
- Multi-stakeholder dialogue & Dispute resolution processes
- Education & Academia
- Strategy processes

## Dispute Experience

### Commercial disputes

- Working with commercial entities, in particular in cross-border settings
- Working to resolve disputes between management and advisory boards

### Governance disputes

- Disputes within or between boards and leadership teams regarding strategy, governance, communication, mission and prioritisation
- Strategy processes in organisations

### Not for profit sector

- Working with different stakeholder groups, including management, staff and volunteers to resolve long-standing tensions and disputes around roles and responsibilities
- Working with specific teams to address conflicts around task divisions and communication



### **Investment disputes**

- Working with states, state entities and investors on resolution of complex investment disputes (energy sector)

### **Family disputes**

- Working with couples and families in the context of separation and divorce in particular with regard to child-care questions
- Working in highly escalated family conflicts, including around child-abduction cases
- Supporting family members to set up sustainable agreement for management of inheritance and set up for artist estate

## **Personal Style**

Hannah brings energy, clarity, empathy, and a strong solution focus to every mediation. She is a perceptive and attentive listener who quickly builds trust and rapport with the people she works with.

With broad international experience, Hannah works confidently across cultural and professional contexts. Having worked with highly diverse groups, she understands the importance of ensuring that everyone who needs to be part of the solution is meaningfully included in the process.

As a lawyer, she brings analytical clarity, pragmatism and a strong focus on workable solutions. She combines this with a genuine interest in people and believes that connection — and at times appropriate lightness — can support progress even in tense situations.

Hannah is comfortable navigating complex situations and is particularly adept at managing intercultural cases involving differing perspectives and cultural norms. She is equally unafraid to ask difficult questions when necessary to uncover the core of a dispute and to ensure that all perspectives are acknowledged and heard.

Hannah tailors each mediation process to the specific needs of the parties. Having lived and worked in six countries, she mediates and co-mediates in German, English, French, and Italian.

## **Professional Skills**

- CEO experience in NGOs and international organisations (Paris, London, Berlin)
- Experience as trustee and board member of several NGOs and organisations
- Lawyer (Germany)
- Mediator (Germany, UK)

- Specialisation in commercial and investor-state disputes
- Training and experience mediating cross-border family disputes including child-abduction cases
- Mediation trainer and lecturer (currently Humboldt University, Berlin and European-University Viadrina, Frankfurt/Oder)
- Lived and worked internationally

## Feedback

- *“In a complex cross-border dispute, Hannah quickly gained the trust and confidence of all parties involved. Her preparation was meticulous, she rapidly grasped both the key issues and the commercial realities of the dispute, and she established a constructive working relationship with everyone at the table. The matter settled shortly after the mediation session—an outcome that had seemed unlikely at the outset.”*
- *“Her ability to quickly grasp the dynamics and design a thoughtful, structured process made all the difference. She invested time upfront in one-on-one conversations with key team members and developed a clear, well-designed plan for the day. Hannah created a space where everyone -- across teams and seniority levels -- felt heard, while skilfully balancing honest, in-depth conversations with engaging and energizing elements. The result was a day of real substance: clearer priorities, more open dialogue, and a tangible increase in trust across the team. Hannah brings both strategic insight and exceptional facilitation skills—we would highly recommend her.”*
- *“There is something about Hannah that makes her disarmingly incisive, it’s a remarkable and valuable skill to encounter in a mediator. With Hannah there is a real ability to get to the heart of the matter at stake very effectively, leading to honest and meaningful conversations. Hannah balances the traits of being both constantly curious with being high pragmatic, meaning that in her presence workable solutions are created frequently when problems arise.”*
- *“I had the opportunity to witness Hannah’s work firsthand in a particularly delicate situation, where positions were not only far apart, but at times rigidly opposed and seemingly without any real possibility of reconciliation. Through a rare combination of clarity, emotional intelligence, and natural authority, she was able to facilitate a process that moved all parties beyond a significant impasse, transforming a moment of deadlock into an opportunity for genuinely constructive dialogue. The value of her intervention*



*extended well beyond the resolution of the immediate issue, producing concrete benefits for the broader organizational context and for the overall quality of relationships within the community.”*

- *“I experienced your role as a mediator as very clear, calm, and at the same time genuinely caring. Through the preliminary conversations and the methods you used, you succeeded in creating an open and trusting atmosphere in which everyone involved could speak honestly, feel truly seen, and therefore approach one another in a constructive and solution-oriented way. What impressed me most was how you managed to resolve a conflict that had been stuck for months in just a single session. Even two years later, those hours — and what I learned during them — continue to have a lasting impact on me. Without a doubt, this has been my best experience with coaching and mediation so far. Thankyou!”*
- *“Working with Hannah in the mediation was a turning point for me. Her empathetic and thoughtful way of guiding conversations created a safe space in which misunderstandings could be resolved and perspectives genuinely understood. Since then, my relationship with the other party has been open, warm, and characterized by mutual understanding.”*
- *“We chose Hannah for her rare combination of senior management experience, communications and advancement expertise, and strong mediation skills. This enabled her not only to guide us towards a new strategic direction, but also to ensure that a diverse team felt heard, involved, and aligned. Her final report—grounded in careful listening and rigorous analysis—was clear, focused, and highly effective. The sessions she facilitated brought clarity, alignment, and momentum, giving us a strong foundation for the future.”*
- *Her strategic thinking, empathetic facilitation, and quick understanding of our organizational dynamics enabled even sensitive topics and unspoken tensions to be addressed productively. In just a few hours, the team developed concrete and highly valuable outcomes that continue to positively shape our collaboration today. The feedback from all employees was exceptional. Hannah combines clarity, empathy, and strong strategic insight in a truly remarkable way, and we recommend her without reservation.*