

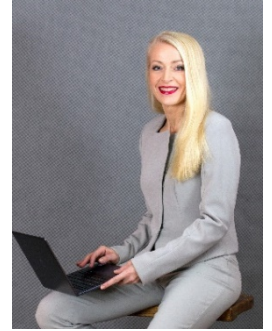
Anna M. Saczuk

Anna is an active mediator, negotiator and facilitator with wide experience of the Polish and international market & business environment with areas of expertise including: collective disputes in companies, group & organizational conflicts, multicultural conflicts, international & home business and family.

Jagiellonian University in Krakow graduate, she holds several postgraduate studies diplomas and other certificates, ex. in negotiation and mediation, international relations and diplomacy; she trains to become high-level public servant and sit on supervisory boards of state-owned enterprises.

First she works in multinational companies (automotive and telecommunications), then in the public administration where she works on large-scale international projects, such as: Poland's participation in 2010 World Expo in Shanghai, Poland's presidency of the Council of the EU, or Poland's presidency in the European Association of Innovation Agencies TAFTIE where she is executive secretary. In mid-2016 she returns to the private sector to work as international mediator and mentor, training managers in internal communication and problem-solving skills.

Anna is fluent in Polish (mother tongue), French, English and Spanish, she speaks Italian and Russian. She has mastered basic Mandarin.



Mediation & Dispute Resolution Experience (2004 – 2020)

Commercial disputes

- Commercial court-referred and contractual mediation (JV, partnership contracts)

Organizational/Business disputes

- Organizational disputes including between overseas headquarters and Poland-based units, business partners from various countries,
- Collective disputes i.e. disputes between trade unions and company boards (aviation industry, FMCG, healthcare, production plants) including all types of ownership (state-owned, private, owned by Polish and international holdings)

General commercial contracts

- Advisory at the stage of contracting and project manager in many contracts (app.300), including the ones executed in Asia, no contractual disputes in the contracts supervised by Anna

Family

- Family mediation especially in cross-border family mediation and mediation in binational families (2017-2020)

Collaboration with courts:

- Court mediator (House of Mediation, from 2006)
- Person of public trust (from 2007)
- Mediator on duty in courts (2017-2018)

- Mediator conducting mediation information and assessment meetings for parties in lawsuits (2017-2018)

Collaboration with the ICC:

- Judge in the international commercial mediation competition by the ICC in Paris (2017 and 2019)

Other significant experience before mediation training: (1990s)

- Party representative at the stage of pre-dispute facilitation between representatives of approx. 12 international business partners in an automotive case (solved at the stage of facilitation)
- Party representative in a Geneva ICC arbitration case between Russia-based company unit and a French contractor
- Party representative in pre-collective dispute negotiation (trade unions vs company boards, automotive)
- Party representative in pre-collective dispute negotiation (trade unions vs company boards, telecommunications)

Personal mediation style

I use one of the mediation styles: facilitative, evaluative and transformative, depending on the case. I like cases in which the parties are determined to find a solution at the stage of mediation, normally such cases end with an agreement reached.

Why should people choose me as their mediator?

I'm an experienced mediator and negotiator, namely in international business cases. I teach communication and mediation to businesspeople and managers, and the feedback I get is that I'm very convincing. I always look for solutions and common points. People enjoy working with me.

Also, I'm used to working in co-mediation. In co-mediated cases I work a lot with the co-mediator between the sessions, in order to de-brief and prepare the mediation sessions.

Why would people choose me rather than other mediators?

I've spent many years working in international business myself, so I know the challenges and mechanisms involved in daily operations of a company. On the other hand, my first academic background is language and literature teacher, then I trained to be a manager and mediator and mentor. This teaching side added to advisory skills, confidentiality and the ability to communicate in many languages and across cultures makes me a good mediator.

Other relevant work experience and qualifications:

- From July 2016 to present: self-employed: mediation, mentoring, courses
- From 2009-2016: Polish Agency for Enterprise Development, holding various positions from Project Coordinator, Head of Information and Economic Promotion Unit and advisor to the CEO and President.
- Working on international projects: Poland's participation in the World Expo 2010 Shanghai including a 1-year long stay in China, Enterprise Europe Network 2011 Annual Conference

under the Polish Presidency of the EU Council, PARP Presidency in TAFTIE, TAFTIE Executive Secretary, international cooperation of the Agency, economic missions and measures, PARP membership in AECM, member of Marie Skłodowska-Curie Actions Advisory Group by the European Commission.

- From 2007-2008- BGN Sollers General Manager (consulting, restructuring). Main activities included: employer brand promotion, brand strategies for clients, relations with foreign investors and clients, communications strategies in the field of restructuring
- From 2000 – 2007- Telekomunikacja Polska (Orange), supervisory board office, main activities: gathering data and drafting papers for the Supervisory Board sessions, organizing the sessions, communicating with board members, involvement in internal communication project under France Telecom leadership
- From 2005-2016: House of Mediation: mediation, conflict resolution strategies, consultant, lecturer at public and private universities
- April 2006: intern at the Ministry of Foreign Affairs, Department of Foreign Economic Policy
- 1998-2000: Daewoo-FSO (now FSO), automotive industry at the time of Korean ownership, translator and interpreter (English, French, Italian, Spanish and Polish languages). Main activities: supporting management boards and executives of companies within Daewoo capital group in the field of intercultural communication and negotiation, as interpreter involved in daily operation of most of the shops and departments within Warsaw-based headquarters and plant, involved in due diligence procedure, involved in ICC arbitration

Selected qualifications:

2007- to present: mediator by the Polish Ministry of Labour and Social Policy, ongoing training (twice a year)

Court mediator

PhD studies in the field of conflict resolution in state-owned companies and companies with State Treasury stake, Institute of Political Studies of the Polish Academy of Sciences (PAN) in collaboration with Collegium Civitas

KSAP (Poland's National School of Public Administration), KSAP certificate for high-level civil servants, law, public administration and foreign affairs, public procurement, business administration

2005-2010: courses on business, economic and family mediation,

2006-2007- International relations and diplomacy, postgraduate studies, Collegium Civitas

2004-2006- Negotiation and mediation, postgraduate studies, SWPS- Warsaw University of Social Psychology