



CEDR Accreditation:	2019
CEDR Panel	2022
Languages:	English
Location:	United Kingdom

“The mediator played a blinder!”

Solicitor in high value commercial mediation

Iain Christie

Overview

A full-time mediator since 2014 (first accredited in 2004), Iain has successfully resolved over 100 civil and commercial disputes drawing on his expertise as barrister, diplomat, certified coach and qualified facilitator. Comfortable with handling conflict in high-level and complex disputes, Iain brings developed skills in negotiation, communication and relationship-building to the mediation room. His complementary practice in family and workplace mediation allows him to be flexible with the process and creative in generating solutions to seemingly intractable problems. He is a Fellow of the Civil Mediation Council.

Professional Background

Iain has a professional background as a barrister, having been called to the bar by the Inner Temple in 1989. Between 1992 and 2000 he was employed as a legal adviser at the Foreign & Commonwealth Office. This role included conducting treaty negotiations on behalf of the United Kingdom at the United Nations and Council of Europe as well as handling cases before the European Commission and Court of Human Rights.



He returned to private practice at the media and information law chambers 5RB where he co-founded the leading textbook on Privacy and the Media and was instructed in both private and public law cases across a broad range of subject matters. He spent ten years on the Attorney General's Panel of Crown Counsel dealing with data protection and freedom of information matters. In 2000 Iain returned to Government service for a two-year appointment as the Lord Chancellor's Policy Fellow in which capacity he set up the MOJ Dispute Resolution Team and devised a 10-point strategy to integrate mediation into the civil justice system in England and Wales.

Expertise

- Commercial Contracts
- Data Protection
- Employment & Workplace
- Intellectual Property
- Media & Entertainment
- Personal Injury
- Professional Negligence
- Property
- Public Sector
- Sale of Goods & Services
- Sport
- Trust, Wills & Probate

Dispute Experience

(Non-Neutral work in italics)

Employment & Workplace

- Breakdown in relationship between middle managers in national company causing loss to productivity and conflict between wider teams, successfully resolved by individual conflict coaching with each party before bringing them together to agree schedule of changed behaviours.
- Conflict between a Head of Department at a national charity and their Director, resulting in under—performance, absenteeism and threatened resignation. Following individual and joint sessions an agreement was reached which resulted in new working arrangements and withdrawal of threats to escalate.

Intellectual Property

- A patent infringement claim which the parties had agreed to cap at £500,000 to come within the Intellectual Property Enterprise Court threshold.
- There was long-standing acrimonious relationship between the two companies and previous attempts at settlement had failed. The dispute was very complex legally, but settled by shifting the focus to the commercial reality of how two competitors could co-exist in the same market.

Media and Entertainment

Libel action between a kennel club and a competitor alleged to have defamed members of the Committee. Delicate handling of counsel who failed to recognise qualified privilege defence resulted in withdrawal and drop hands settlement.

Professional Negligence

Proceedings brought by a regulatory body against one of its members for malpractice with a threat of a counterclaim for discrimination. Both sets of proceedings brought to end by facilitating settlement.

Public Sector

- A threatened judicial review brought by a Leaseholders Association against the local authority in respect of its decision not to recognise them as an official representative of tenants over whom they had housing responsibility. Allegations had been made on both sides damaging the reputation of the other making it a highly charged environment in which to mediate. Settled, despite the participation of multiple members of the Association who were not agreed on their position.
- A threatened judicial review between a farmer and a Government agency regarding farm subsidies in the New Forest

Other Dispute Experience

As well as his practice as a civil and commercial, family and workplace mediator, Iain is a certified NLP-based coach and holds two professional facilitation qualifications in Imago dialogue and the Dare to Lead/Daring Way™ curricula. He has a Diploma in Conflict Resolution, Group Facilitation and Counselling Skills and has also trained as a professional actor. He uses these skills to good effect in in-house training and leadership development, and in improving personal communications in businesses and law firms.

Iain has delivered training in the following areas:

- Diversity and Inclusion
- Building Motivated Teams
- Consultative Selling
- Using Emotional Intelligence to enhance your Leadership Skills
- Coaching Skills
- Difficult Client Conversations
- How to give effective Feedback
- Career Conversations
- Personal Impact
- Networking
- Dare to Lead™
- The Daring Way™

Personal Style

Extremely approachable and able to put the parties at ease, Iain uses a coaching style of mediation to get parties to explore creative options for resolving their dispute. Not afraid to have difficult conversations, he also has the courage and authority to confront the elephant in the room.

Feedback

- “Iain had a good manner and made me feel at ease” Disputant in high-value commercial mediation
- “A very able person” – solicitor in medium value civil mediation
- “Thank you so much Iain. I wanted to say again a big thanks for your wonderfully skilled support. I felt we were in very safe hands” – People Director at national charity
- “I was treated with dignity and respect and am very grateful for the help given” – litigant in small claims mediation
- “I have just filled in a response to Legal 500 for you. I hope your ears were burning; the praise was richly deserved. That we got as far as we did was in no small part a result of your skilful management of the day” – Counsel for the Government in administrative law mediation

- “Thank you so much. You are officially my first go-to for future external mediation needs” – Head of Employment at national charity
- “The mediator played a blinder!” – solicitor in high value commercial mediation

Chambers Rankings

- Listed in 2020 Legal 500 as Tier 5 Mediator
- “Perceptive” and “user-friendly” Legal 500
- “First-rate” Legal 500

Other Related Activities

- Iain is also active in promoting the benefits of mediation through his former position as Secretary of the Civil Mediation Council and on the Steering Group of the All Party Parliamentary Group on ADR.
- He has appeared on Clive Anderson’s Radio 4 programme Unreliable Evidence alongside Lord Woolf, Baroness Scotland and Professor Dame Hazel Genn to talk about the advantages of ADR and has been guest speaker at various conferences and seminars on mediation-related subjects.
- He also holds regulatory positions as Chair of the Bar Standards Board Independent Decision-making Body, former Chair of the CMC’s Complaints and Discipline Committee and former Director of IMPRESS, the Leveson-compliant press regulator.
- He is the Independent Complaints Reviewer for the UK Endorsement Board and a specialist member of the Parole Board of England and Wales.