



Mia Forbes Pirie

CEDR Accreditation: 2016

CEDR Panel 2022

Languages: English, Fluent French & Italian, Basic German

Location: London, United Kingdom

"Mia has a way about her - a special gift of being able calmly to understand people deeply, quickly, coupled with a sense of how then to tailor her responses accordingly. I think most people have an imbalance between emotion and intellect. It strikes me that Mia doesn't. She doesn't just have that balance, she has this rare quality of profound early insight, married to an enquiring neutral intellect. She is a bit like a psychiatrist/ neurologist/ detective and management consultant all rolled into one! Quite a combo."

Client Feedback

Overview

Having been a solicitor in a top global law firm, Mia is now an award-winning full-time mediator and facilitator focusing on commercial and workplace disputes since 2012. With a background in law and science, the subject matters she has dealt with include energy, environment, chemicals, oil and gas, sustainability, sport, competition and property. She is known for resolving matters which are both technically and emotionally complex.

In addition to her commercial clients, Mia also helps people to have the difficult conversations of our time, bringing them together instead of dividing them. She has mediated and facilitated for the G7, members of parliament, the Government of Mongolia, the Church of England, the European Commission and various NGOs. She has recently been appointed to the Board of the Civil Mediation Council (CMC), the main regulating body for civil and commercial mediation, and chaired its annual conference in 2022.

Professional Background

Before becoming a full-time mediator, Mia had successful careers in law and energy/environmental consultancy. She holds masters' degrees in law and science and has worked in the UK, US and EU. As a solicitor in a large City law firm, Mia was involved in advising FTSE 100 companies on EU, competition and international trade law. She then worked for four years advising the UK (Defra) and US (US Department of Energy) Governments on the development and negotiation of energy efficiency regulation. She has also consulted and facilitated in that sector.

Mia is currently writing a book on how to have challenging conversations.

Expertise

- Chemicals
- Commercial Contracts
- Company, Shareholders & Directors
- Competition
- EDI
- Employment & Workplace
- Energy
- Construction and Engineering
- Environment & Sustainability
- Family Businesses & Succession
- Oil & Gas
- Professional Negligence
- Property
- Religion & Politics
- Space
- Sport
- Technology
- Teams, Partnerships/ Shareholders

Dispute Experience

Chemicals

- Nanotechnology
- Safer by design
- Bio-based surfactants
- Detergents

Energy, Environment & Natural Resources

- Oil & Gas
- National Energy viability

- Energy in the EU
- Circular Economy
- Sustainability
- Energy reduction & carbon neutrality
- Insulation

Employment, Workplace and Personal

- Post-grievance disputes
- Team dynamics
- Fraud
- Bullying
- Racial discrimination
- Disputes within family businesses
- Intergenerational disputes
- Board and partnership disputes

Sport

- Supporting the Sports Ground Safety Authority (SGSA) in relation to the installation of seating rails at football grounds
- Racism and EDI in premier league football
- Human rights

Other areas

- Competition law
- Professional negligence
- Property law
- Space travel
- Travel industry
- Religion (including gay marriage)
- Political and humanitarian

Personal Style

Mia's approach is warm, friendly and professional. She is robust and able to adapt her style to different personalities and the needs of the situation. Former racing driver, Sir Stirling Moss OBE, said: "Mia has a calm confidence and does not hesitate to hold her own - even with me".

Mia has particular expertise in dealing with challenging personalities and in situations where the parties want to restore fractured relationships. Those who have worked with her praise her rare balance of empathy and strategy. She is able to deal with complex issues in a warm and friendly way whilst helping parties navigate challenges and maintaining the energy and focus required to come to positive resolutions.

Feedback

"Mia has a way about her - a special gift of being able calmly to understand people deeply, quickly, coupled with a sense of how then to tailor her responses accordingly. I think most people have an imbalance between emotion and intellect. It strikes me that Mia doesn't. She doesn't just have that balance, she has this rare quality of profound early insight, married to an enquiring neutral intellect."

"Mia has a calm confidence and does not hesitate to hold her own - even with me".

"Mia is a smart and energetic facilitator. She immediately got a good grasp of our complex topics. Mia helped us have both political and technical discussions on the circular economy smoothly and with great efficiency whilst maintaining a lively mood"

"Mia did a fantastic job helping us with some sensitive work in the EDI space which involved a high-profile issue around racism in football. I would highly recommend her"

"I worked with Mia on a particularly challenging mediation situation connected to an employee who was unwilling to return to their role. Mia oversaw a two-day mediation process in an extremely professional, pragmatic and fair way and eventually secured an outcome which worked for both parties. I would be happy to recommend Mia".

"Mia mediated quite an intense matter for us under less than ideal conditions – with the other party on the phone. We had not expected the matter to settle and were pleased that she helped us to come to an agreement swiftly. I found her to be highly professional and empathic."

"Mia is the ideal mediator: heartfelt and strategic, empathic and scrupulously fair. She is able to deal with difficult people and complex issues in a warm, calm, friendly and logical way."

"Before seeing Mia work with our politicians, NGOs and think tanks for the first time, I wasn't really sure what she did, but having been involved in some of the conversations, it is quite magical to witness her at work. Mia is able to deal with people from different cultures and backgrounds with ease and grace, at the same time as diffusing challenging people with charm. She is highly empathic and genuine but also robust and able to deal with complex issues, information and situations. She easily gains people's trust and respect. I have seen her connect deeply with people"



and create a safe space, encouraging people to be able to share honestly and authentically. This has enabled the unfolding of profound and important discussions on challenging topics."

"When Mia started mediation within our organisation, we considered it a final, last ditch attempt to resolve a complex long-standing dispute in one of our departments. Mia has great empathy with people and her warmth helps all parties feel at ease quickly. Through her skilled mediation, Mia successfully helped the team to achieve a win/win outcome, with all parties taking responsibility for making changes and agreeing a more positive way of working in the future."

"Mia's Mediation services were invaluable to help our organisation resolve a difficult conflict between founding members. Throughout the process, she showed herself to be empathetic, knowledgeable, patient and fair. She treated the problem like her own.

While some of us involved in the dispute, initially doubted the need and value of mediation, Mia's approach has helped us to achieve a resolution that would not have been possible without her help."

