



<b>CEDR Accreditation:</b>	2007
<b>CEDR Panel</b>	2009
<b>Languages:</b>	English, Proficient working Portuguese and Spanish
<b>Location:</b>	United Kingdom

***“...I do not believe it would have been possible to settle without your skilled and assured assistance”***

In -House Director

## Andy Rogers

### Overview

Andy Rogers is a practicing mediator, trainer and member of the Leadership Team at CEDR.

He has worked on over 100 disputes across varied sectors from the purely commercial to those with highly personal and emotional issues. His clients range from private individuals through to multinational organisations.

Andy is a Trustee and Board Director of the Civil Mediation Council, where he co-chairs the Standards and Registration Committee. He has played a key role in developing standards for commercial mediation in England & Wales. He is also a Trustee and Board Director of the International Mediation Institute, an organisation set-up to ensure users of mediation worldwide can access commercial mediators of a high standard.



## Professional Background and Experience

Andy joined CEDR 2005 and works with clients and members, monitoring standards and liaising with industry, government and the media on behalf of the organisation. He has consulted on numerous ADR projects in Europe, Asia, Africa, the Middle East and North America. Prior to joining CEDR, Andy was a Senior Communications Account Director in two public relations consultancies, where he headed business units, advising private corporations and government bodies on managing their reputations. He has worked on and led projects in Canada, Egypt, France, Germany, Georgia, Ireland, Italy, Lebanon, Morocco, Netherlands, Pakistan, Spain, Switzerland and the UK.

In addition to experience in business, agency and consultancy contracts, Andy has a particular understanding of issues relating to reputation from his senior background in this field of consultancy.

Andy Rogers has over 35 years' experience working with business, the public and third sectors. After graduating from the University of Wolverhampton in 1990, Andy became a broadcast journalist working for LBC Radio, before going on to work for IRN (Independent Radio News), the BBC and various Channel 4 production companies. Moving into communications, Andy spent two years with the travel company Cosmos plc, before spending four years in the telecoms and entertainment field as PR Manager for Cable and Wireless Communications plc (now Virgin Media).

From 1998-2005, in his time as a Senior Account Director with Communications Consultancies, Andy led numerous strategic campaigns for clients including: 3i plc, 3M plc, BTG plc (British Technology Group), the Consumers' Association (Which?), the Department for Trade and Industry (BEIS), EMAP plc, Fujitsu plc, Motorola plc, RS Components and Electrocomponents plc. He has won three national and international awards for his work (a global IPRA Golden Award for creativity and PR Week awards for impact).

## Expertise

- Commercial Contracts
- Employment & Workplace
- Trust, Wills & Probate
- Construction & Engineering
- Property

## Dispute Experience

### Commercial Contracts

Andy has dealt with numerous contract disputes involving goods, professional services, and leases, dealing with issues ranging from renewals and extension negotiations, terminations, misrepresentation and fulfilment of contract. Many of his cases have been cross-border contracts. Claim values range from £50,000 to £5 million. Due to Andy's background in the area of consultancy and agency he has dealt with a variety of multinationals and boutique services. With his background in technology, telecoms and travel sectors, in addition to working with Venture Capitalists, these issues have featured in the disputes Andy has mediated. One example was an agency agreement relating to wardrobe for one of the world's most famous international recording artists.

- Client-agency, consultancy and franchise relations.
- Commercial leases in relation to business premises and other.
- Sales of goods and services ranging from professional services to manufacturing.
- Contract renegotiations where the current relationship has stalled.
- Purchase and sale of private businesses with values of £500,000 to several Million.
- Disputes between partners and between shareholder and the winding up of businesses.
- Local Authorities in relation to contracts over the provision of services.
- Disputes over the provision of commercial telecoms and internet services.
- Disputes between hotel groups and tour operators, including disputes over accounting.

### Property

Andy has mediated claims in both commercial and residential property disputes, ranging in value from to £10,000 to £30 million. Parties have ranged from major corporations working in Energy, Retail, Leisure, through to large-scale international investors, as well as Educational Institutions and private and public landlords and tenants. Many of the disputes Andy has successfully mediated share a feature of having been ongoing for over 5 or 10 years.

- Landlord and tenant – commercial and residential, including rent disputes and evictions, provision of freeholder services.

- Rights of way – including issues of covenant, trespass and access, both pedestrian and vehicle traffic.
- Boundary disputes – including issues of land ownership, deeds, statute of limitations, commercial leases.
- Party Wall issues.
- Estate Agency contracts, including with disputes with developers over preferential terms.
- Housing Trusts and Associations in addition to other Social Housing issues.
- Noise issues.
- Building access disputes.

## **Construction & Engineering**

Andy has dealt with a wide ranging of construction and engineering disputes, many of which involved project additions, annexes, extensions or redevelopments. A number of the disputes mediated by Andy include University Campuses, Schools and other educational establishments, in addition to commercial and residential buildings. Claim values range from £40,000 to £10 million.

- Construction, contractor and subcontractor disputes.
- Schedule of works frequently feature in his mediations.
- Construction sub-contractor disputes.
- Redevelopment of residential and commercial sites.
- Land use, suitability for building and tree roots.
- Engineering plans.

## **Trust, Wills & Probate**

Over the course of Andy's mediation practice these disputes have made-up a considerable proportion of his work. Clients have particularly valued his ability to work well with older parties in helping them find an amicable solution. He has dealt with a number of disputes for the families of academics, doctors and politicians. Claim values range from £40,000 to £3 million.

- Division of assets between siblings and relatives.

- Agreements over use of property for life.
- Determining wishes both monetary and non-monetary.
- Overturning existing probate.
- Disputes over wills with public interest or publicity issues.

## **Employment & Workplace**

As part of his mediation practice Andy has dealt with a range of different workplace and employment disputes in particular those relating to problematic compromise agreements. His experience ranges across private, charity and public sector disputes. Claim values range from £100,000-£10,000. He has experiences of workplace disputes between magistrates (for the Ministry of Justice).

- Behavioural issues in the workplace.
- Performance issues and bonus disputes.
- Termination of contract.
- Whistle blowing and other allegations in relation to public and private employers
- A disability discrimination claim.

## **Other Experience**

Having a wide-range of experience as a mediator Andy has also mediated some untypical mediations sometimes related to community mediation.

- A refugee settlement dispute.
- Pre-ASBO negotiations between Housing Associations, Community Leaders and individuals.
- Agreements over street parking between residents

## Personal Style

Andy takes a solution-focused approach, where parties are tasked with developing their requirements for achieving a workable settlement. He creates an environment where frustrations can be aired and anger vented, whilst maintaining discussions that are targeted on specific goals. Feedback from his mediations frequently appreciate his ability to enthusiastically assist the parties individually whilst working together with all the teams to develop workable settlement agreements.

## Feedback

- *“I appreciate you helping both my client and the other side negotiate sensibly, it was what had been missing from this dispute to date. You were the right mix of firm and friendly.”*
- *“Thank you again for your time and efforts yesterday. May I say I thought you did a great job for our client. In the circumstance and with personalities involved this was the best that all sides could have done.”*
- *“Positive strides have been made and an agreement reached that can be maintained. Thank you for all your help with this case.”*
- *“Thank you for mediating in this thorny dispute. I do not believe it would have been possible to settle without your skilled and assured assistance.”*
- *“Having had a trial and appeal in this matter already we really didn’t know what good a mediation would do but Andy did it. I would say both sides are very satisfied.”*
- *“Many thanks, I spoke to my client, who was very appreciative of your efforts in the process.”*
- *“My clients would like to thank you for your, calm patient and competent handling of the mediation, and your clear commitment to the attempts to reach a solution.”*
- *“The details of the lease have now been agreed after eight long years thanks to this.”*
- *“In the light of the agreement a consent order has been filed and this long-standing family feud settled.”*
- *“Without your patience it would not have been possible to resolve this matter.”*
- *“I liked his style, not afraid to take control when matters looked impossible to resolve. This was a good result all round.”*
- *“We wish to thank you on behalf of our clients and ourselves for successfully concluding the matter by virtue of mediation.”*
- *“My Dad is a lot happier in sheltered housing. I’m really glad you helped this happen.”*



## Professional Skills

Andy has a good working knowledge of the Portuguese and Spanish languages, both of which have been used in his mediations.

Andy has a strong interest in Painting and Art, as well as in a wide range of History.

