



(Please read Membership Criteria and on pages four and five before completing this application)

1. **Sponsor:**
2. **Co-sponsor:**
3. **Nominee Information** Include the following: Name, Firm, Address, City, State/Province
Zip/Postal, Country; Phone/Fax, and email

4. **Description of Nominee's Practice** (include information regarding the market in which the Nominee practices, eg., whether courts mandate mediation and how frequently mediation is utilized in that market)

5. Please attach the Nominee's current curriculum vitae, including mediation certifications, training, speaking, writing, teaching, and training.
6. **IAM Conference Attendance**
Please list the place and date of all IAM Conferences (live or virtual) attended by the Nominee:

7. **IAM Members Known.** Please identify any IAM members the Nominee knows

8. Mediation Experience

a. How many years has the Nominee served as mediator for compensation in commercial disputes? _____

b. How many days has the Nominee served as a mediator for compensation in commercial disputes?

i. In the past 12 months 15

ii. In the past 3 years 45

iii. in the Nominee's career approx 400

(Commercial disputes shall include a variety of business or economic conflicts as distinct from family, community, political, or public policy disputes. Commercial disputes do not include residential landlord/tenant or dissolution of marriage matters. A day is at least 4-6 hours or more, including preparation time.)

c. Please attach a description of any other mediation-related experience that the Nominee considers to be relevant to this nomination for membership (eg., mediation training, teaching, presiding over settlement conferences as a judge or magistrate, etc.).

9. References

Please list three references whom the Sponsors have contacted and submit summaries of each reference's comments along with this form. References should be counsel, parties, or party representatives with whom the Nominee has worked in a mediation session in the past year.

Name/Address/Phone/Email

Name/Address/Phone/Email

Name/Address/Phone/Email

10. Background

Has the Nominee ever been convicted of or are charges pending regarding a violation of any criminal law (other than minor traffic offenses), ethical, code of conduct, or disciplinary rules of any state government or provincial agency, bar association or private or public professional entity? _____

If yes, please explain status and/or resolution in an attachment.

Nominee Affirmation

The undersigned Nominee affirms and verifies that he or she has read and understands the information provided herein, and that the information is true and complete to the best of his or her knowledge, information and belief. Nominee also confirms that he or she understands this submission does not create any obligation on the part of the International Academy of Mediators to admit me as a member. If granted, membership is subject to the conditions of the IAM By-laws and Constitution, including but not limited to dues and conference attendance requirements.

January 2022

Nominee's Signature/Date

Felicity Steadman
Sponsors' Affirmations

We the undersigned sponsor and co-sponsor of this Nomination, affirm that based on our personal knowledge and review of at least three professional references, the Nominee meets all the qualifications for membership in the IAM and accordingly, we are pleased to nominate Felicity Steadman to become a Distinguished Fellow of the IAM immediately upon approval of this Nomination by the Board of Governors. (Please attach any additional comments regarding this Nomination that you believe will be helpful to the Board in reviewing the Nomination)

Sponsor's Signature/Date

Co-sponsor's Signature/Date

INTERNATIONAL ACADEMY OF MEDIATORS MEMBERSHIP CRITERIA

Overview

New IAM members will be admitted to membership in the Academy under the following guidelines:

- Membership is by **invitation only**
- Membership is limited to **professional commercial mediators** who are **well established and recognized** in their local or regional community as **leading mediators** in the field
- The IAM is dedicated to **inclusiveness** and **diversity** across a full spectrum
- The Membership and Recruiting Committees assist Academy members in identifying mediators who meet the criteria for invitation by the Board of Governors to join as **Distinguished Fellows**

Criteria for Admission to Membership as Distinguished Fellow

Nominees for membership in the Academy in the **Distinguished Fellow** category must generally meet the following **minimum qualifications** with respect to **mediation experience**:

- in commercial mediation practice at least **5 years**, with corresponding certification for those mediators who practice in jurisdictions that have certifications for commercial mediation
- at least **a majority of their professional efforts** are dedicated to commercial mediation
- in developed markets, must have worked at least **300 - 600 commercial mediation days**
- in emerging markets¹, must have worked at least **150-300 commercial mediation days**
- in undeveloped markets², must have worked at least **50-100 commercial mediation days**
- **mediation days** consist of **at least 4 hours** of work focused on **mediation of commercial disputes** (including teaching, training or facilitating as well as mediating disputes and excluding days spent mediating pro bono, small claims and domestic relations matters)
- **alternative mediator experience** may be considered provided it is **substantially equivalent** (participation in mediations as party or counsel is not considered mediator experience)

¹ “Emerging” markets are those areas or regions where relatively fewer commercial disputes are mediated, in contrast with developed markets where the majority of commercial disputes get referred to mediation, whether by courts, counsel or parties. Factors include: the extent to which mediation is mandatory, the length of time mediation has been in use, the types of disputes that go to mediation and the numbers of mediators who practice on a full or substantial-time basis.

² “Undeveloped” markets are those areas or regions where mediation is just beginning to be utilized and thus very few commercial disputes are mediated and very few mediators practice on a full or substantial-time basis.

Membership Nomination Process

Invitations to join the Academy are issued only upon **approval** by the **Board of Governors** of a **Nomination** from a qualified **Sponsor** and **Co-sponsor**

- **Sponsors** must be **Distinguished Fellows** who have been **members** of the IAM **for at least two (2) years** or **who have attended at least four (4) conferences**
- **Nominations** are **submitted** to the Board of Governors **only from** qualified **Co-Sponsors** on a form that includes **attestations vouching** that the prospective new member is a ***pre-eminent distinguished or rising star mediator*** in their local community
- **Nominees for membership** are encouraged (not required) to **attend at least one live or virtual IAM conference** at the invitation of a member (any Distinguished Fellow may invite with approval of the Recruiting Chair) before their Sponsors submit a Nomination on their behalf.
- **Mentees** in the Mentorship Program who have gained the **requisite experience** are encouraged to seek Sponsors for nomination as **Distinguished Fellows (generally including the Mentor)**



FELICITY STEADMAN

- ✉ felicitysteadman@gmail.com
- 🌐 felicitysteadman.co.uk
- 🐦 felicitysteadman
- 🌐 felicitysteadman

Mediation Accreditation

- o CEDR UK | 2003
- o ILM Qualified Workplace Mediator | 2015
- o CCMA South Africa | 1996
- o ACAS UK | 1991
- o IMSSA South Africa | 1988

Professional Associations

- International Mediation Institute
 - o Certified Mediator
- Civil Mediation Council
 - o Fellow and Registered Mediator
- CEDR
 - o Chambers Mediator
- Oxford Mediation
 - o Mediator

Degrees and diplomas

- MA in Industrial Relations
 - o University of Warwick | 1985
- BA (Hons)
 - o University of the Witwatersrand (Wits) | 1981
- Higher Diploma in Labour Law
 - o Wits | 2003
- Certificate in Industrial Relations
 - o Wits | 1984

Profile

Felicity is a full-time professional in dispute resolution and has worked as an independent mediator and facilitator for more than 30 years. She mediates employment, workplace and breach of contract disputes. She has extensive experience facilitating relationship building processes.

Experience

Felicity has been a mediator and facilitator for most of her professional life. She has a busy practice based in Oxford UK, working throughout the UK and internationally. She has mediated well over 500 disputes.

Her strength and experience is in employment and workplace dispute resolution, and as a member of CEDR Chambers, the Court of Appeal panel of mediators, and Oxford Mediation she mediates a wide range of breach of contract disputes.

Her career started out in the turbulent 1980s in South Africa at the Institute for Industrial Relations before joining the Premier Group of Companies. Felicity joined the Independent Mediation Service of South Africa in 1989 where she mediated and arbitrated employment disputes. Her work with the National Peace Accord and Community Dispute Resolution Trust in the 1990s brought her into direct contact with the process of democratic change in the country.

She remains a Director of Conflict Dynamics in South Africa.

Publications

CEDR How to Master Negotiation

- o Contributor | 2015

Commercial Mediation: A User's Guide

- o Co-author | 2012 and 2017

Handbook on Alternative Labour Dispute Resolution

- o Author | 2007

Workplace Forums in SA: A Critical Analysis Industrial Law Journal

- o Author | 2004

Labour Dispute Resolution

- o Co-author | 1997 and 2008



Other Relevant Mediation-related Experience

I attended many mediations before I trained as a mediator, in my capacity as a company representative. This period in my career followed my completion of a Master's Degree in Industrial Relations at the University of Warwick where I had become interested in organisations such as ACAS and the Industrial Society. These experiences piqued my interest in training as a mediator

After training as mediator in 1988 I worked in a number of organisations in South Africa as a mediator, including:

- The independent Mediation Service of South Africa
- The Community Dispute Resolution Trust
- The National Peace Accord
- The Commission for Conciliation Mediation and Arbitration
- The Association of Mediators of South Africa
- Tokiso Settlement
- Conflict Dynamics

Besides mediating through CEDR in the UK, I have also worked as a volunteer in Oxford Mediation (now Resolve in Reading) and I was a panel member in In Place of Strife for a number of years until I resigned because I was concerned about a possible a conflict of interest relating to my close association with CEDR.

I was the recipient to an American University Women's' Association scholarship in 1990, which gave me the opportunity to live in the US and work in the Community Mediation Service in Harrisonburg Virginia. I also undertook ADR studies and research in the US and observed mediations in the multi-door court houses in Washington DC and Cook County Court House Chicago.

I have trained mediators in South Africa since 1989 and in the UK through CEDR since 2004. I am currently the Head of the CEDR Faculty of mediator trainers. I have also trained mediators for the International Training Centre of the International Labour Organisation (ITCILO) since 2000. I co-designed the materials for this training with John Brand.

I was an employment arbitrator in South Africa from 1989 to 2002.

Felicity Steadman
26 January 2022



Dear Ms Player,

I hope to find you well and safe in these challenging times.

I have been extremely tied up over the last month, between work and being taken ill.

I am hopeful that my reference is not too late. I am very pleased to act as referee for Ms Felicity Steadman. I represented the claimant in a complex commercial matter where the parties' respective Directors were highly emotionally invested in the proceedings. The mediation was listed for the whole day and Felicity manoeuvred between the parties with such professionalism and calm. She remained impartial throughout the proceedings and I must say her wealth of experience in dealing with mediations of this nature was apparent for us all to see. She was patient and empathetic with both parties, however when she needed to be assertive she was and the day was long but we managed to break some real ground under her guidance. I would recommend her to the International Academy of Mediators without any reservation.

Please do not hesitate to contact me should you need my further input.

Have a wonderful festive break.

Yours sincerely,

Miss Rukudzo Maunganidze

Solicitor

Good morning Jane,

As discussed, please find below some details of the pleasant working relation I had with Felicity Steadman.

Felicity was appointed as the sole mediator in a matter in which I was the legal counsel. The matter concerned a negotiation over a multi-billion Rands debt owed to my client. The issues were complex involving questions of a loan, shares, cash, and a global dispute in which both parties were involved with a third party and multiple other stakeholders. Although a settlement was not ultimately reached in relation to my client's claim, substantial progress was made in relation to the position of the parties in relation to the quantum claimed and the position each party might take on the global settlement negotiations. The matter involved various jurisdictions and was highly politically sensitive.

I experienced Felicity as hands on, timely and pleasant to work with. Despite that the matter was litigated for years already she quickly understood the key issues. She listens, asks and – as a good mediator is supposed to do – guides and directs. Her discretion was very much appreciated.

I am available to address any further questions/remarks should they arise.

Kind regards,

G.M. Warringa

Guus Warringa LL.M (Cantab) | [Grant & Eisenhofer P.A.](#)

Amsterdam, WTC
Zuidplein 36
Amsterdam 1077 XV
T: # 31 6 303 299 68

485 Lexington Avenue
29thFloor
New York, N.Y. 10017

25 January 2022

Dear Sir / Madam,

Wheatley Campus Wheatley
Oxford OX33 1HX UK
T +44 (0) 01865 485960
F +44 (0) 01865 485767
Hrteam-***@brookes.ac.uk

Re: Felicity Steadman

I first met Felicity in November 2016 when I was looking for a Mediator for a long standing and particularly difficult relationship issue between a Manager and a member of her staff in a Faculty that I provided HR Services for in Oxford Brookes University.

I chose Felicity over the other providers due to her knowledge and professionalism, and that she was local to the particular University campus.

Felicity conducted the mediation between the two parties successfully.

Felicity Steadman was appointed as Mediator in matters concerning a breakdown in relationships between a Manager and a key member of her team.

Felicity seemed very professional and knowledgeable in the issues and established rapport with both parties and myself. She was committed to neutrality and impartiality and had a good understanding of the issues.

Felicity set up the meetings in a professional manner and both parties were satisfied with the result.

If you would like any further information, please do not hesitate to contact me.

Yours sincerely,

Lana Holman

Human Resources Manager

DIRECTORATE OF HUMAN RESOURCES