



## **Recruitment Committee Report July 2020**

The Recruitment Committee recently embarked on an international recruitment drive with a view to identifying high calibre mediators from locations outside of North America.

As a starting point, Who's Who Legal: Mediation listings were used as a rough tool for identifying possible candidates. WWL publishes an annual listing of legal professionals in all fields of practice, including mediators from around the globe. Recognition in WWL is bestowed after WWL identifies suitable candidates and after vetting references. You do not apply for recognition but rather your name surfaces through inquiries made of your peers by WWL. As a result, the WWL listings are, for the most part, a fairly reliable tool for capturing leaders in the field.

Our recruitment effort was divided into two phases. In the first, we segregated the WWL mediator listings by country. With Richard's help, an email was sent from myself as Recruitment Chair to each of our IAM members in those countries that had WWL mediators attaching the list of WWL mediators in that country. Our IAM members were asked to provide comments on any of the WWL mediators who they knew, or knew of, with a view to narrowing down a list of potential membership candidates who could then receive individual follow up. Our IAM members were also asked to identify any other mediators who may not be on the WWL list, who potentially would satisfy our membership criteria. There were approximately 155 WWL mediators in countries where we have IAM members.

The second email campaign was directed WWL mediators in countries where IAM currently has no members. This email congratulated these individuals on their inclusion in the WWL listing and provided some information about IAM with an invitation that they contact us for more information about IAM and our upcoming conferences. This email went to approximately 73 mediators.

While this campaign only began a couple of weeks ago, we have already had interest from promising candidates in Greece, Croatia, Italy, and Brazil. Our members in Scotland, Kenya, France and New Zealand have already identified 12 candidates. Based on this very early response I expect that this recruitment project will return good results towards our effort to build our international membership.

I should add that making IAM attractive to international members will be crucial to this effort and the results of Michel's task force report on issues of importance to international members will dovetail with this recruitment project.

Jeff Hand  
Recruitment Chair