

Key Projects

Baria spends a substantial amount of time working to deliver international projects focusing either wholly or in part on mediation and ADR. In this capacity, she has worked as an Expert Consultant for large international donors including the World Bank Group (WBG), the International Finance Corporation (IFC), the European Union (EU), the United Nations (UN), the Inter-American Development Bank (IADB) and the UK Department for International Development (DfiD), as well as private commercial organisations. With projects delivered across Europe, Central America, Middle East, South and East Asia, Baria has expertise in working with stakeholders from myriad cultural backgrounds. A cross-section of these are detailed below:

2016-2018 Arbitration and Mediation Court of the Caribbean, Barbados

Role & Objectives:

- Director General
- To provide Institutional Capacity Building (ICB) consultancy for the establishment of a regional ADR Centre in Barbados, including assessing feasibility, recommendations on key business development initiatives, business planning and service provision.

Current status: Completed. AMCC launched October 2017.

2014 Compete Caribbean & Inter-American Development Bank, Barbados

Role & Objectives:

- Lead Consultant.
- To undertake a feasibility study for the establishment of a regional international mediation and arbitration centre in Bridgetown, Barbados. The study will include stakeholder consultation and analysis, both within Barbados and other islands in the OECS (Organisation of Eastern Caribbean States), business planning, institutional development and ADR practice advice.

Current status: Completed

2012-2014 United Nations Development Program (UNDP), Democratic Governance, Turkey

Role & Objectives:

- Lead Consultant.
 - To develop and deliver a 3-day judicial and professional awareness raising programs in Mediation, in partnership with the Ministry of Justice in 7 cities across Turkey, with up to 100 participants per workshop, and with teaching materials,
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handouts, role-plays and trainers' manuals to be supplied.

- To develop and deliver a 3-day Basic and a 3-day Advanced Mediator Skills Training program, in partnership with the Union of Turkish Bar Associations for up to 250 lawyers across Turkey, again with teaching materials, handouts, role-plays and trainers' manuals to be supplied.
- To develop and deliver a Master Training program for selected participants following Basic and Advanced Mediator Skills Training.
- To develop and deliver workshops for regional Chambers of Commerce, introducing mediation and its effectiveness as a dispute resolution mechanism for commercial disputes.
- To deliver awareness raising events for key stakeholders and help institutionalize the use of mediation across Turkey.
- To assist in legislative review and support for the newly enacted Mediation Law.
- To assist the Ministry of Justice in their establishment of an approved Mediator Register, including the provision of standards, codes of conducts/ethics and monitoring/evaluation mechanisms;
- Overall project planning, management including on-going reporting and final evaluation following completion of all activities.

Current status: Phase 1 completed June 2013, Phase 2 ongoing

2011-2014 International Finance Corporation (IFC) Advisory Services, Middle East and North Africa (MENA)

Role & Objectives:

- External Consultant for CEDR.
- To develop and deliver a 6-day Mediation Skills Training courses in five countries (Egypt, Morocco, Lebanon, Pakistan and Afghanistan) for professionals, including teaching materials, role-plays and trainers' manual.
- To provide Institutional Capacity Building (ICB) consultancy for regional ADR Centers, including assessing feasibility, recommendations on key business development initiatives, business planning and service provision.
- To deliver awareness raising events for key stakeholders to help institutionalize the use of mediation and ADR across the region.

Current status: Completed

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| 2011 | American Bar Association (AAA) Rule of Law Initiative, Turkey |
| <p>Role & Objectives:</p> <ul style="list-style-type: none"> ○ Lead Consultant. ○ To develop and deliver a 3-day Basic Mediation Skills course for Iranian judges and lawyers in Istanbul, in partnership with Bahçeşehir University, Istanbul, including teaching materials, role-plays and trainers' manual <p>Current status: Completed</p> | |
| 2010 | IFC ADR Global |
| <p>Role & Objectives:</p> <ul style="list-style-type: none"> ○ External Consultant for CEDR. ○ To deliver an ADR manual for the implementation of commercial mediation projects internationally, including research into global ADR initiatives, particularly in developing economies. ○ Involved in evaluating both successful and struggling projects to gain better understanding of contributory factors and writing sections of the manual, particularly on development of best practice standards. <p>Current status: Completed</p> | |
| 2009 | IFC Investment Climate Advisory Fund, Bangladesh |
| <p>Role & Objectives:</p> <ul style="list-style-type: none"> ○ Primary Internal Consultant at CEDR, responsible for project delivery and contract management. ○ To prepare a feasibility study on proposal to establish the Bangladesh International Arbitration Center within the Chamber of Commerce in Dhaka, including stakeholder consultation and analysis, business planning, institutional development and ADR practice advice. <p>Current status: Completed</p> | |
| 2009-2012 | Hong Kong Bar Association, Hong Kong, China |
| <p>Role & Objectives:</p> <ul style="list-style-type: none"> ○ Lead CEDR faculty on Mediator Skills Training courses for members of the Hong | |

Kong Bar and judges – 10+ courses to date with 24-30 participants per course.

- Delivery of events and presentations

Current status: Completed

2011-2013 Hellenic Mediation Centre, Athens, Greece

Role & Objectives:

- Lead CEDR faculty on Basic and Advanced Mediator Skills Training courses for lawyers and business professionals – 6 courses to date with 18-24 participants per course.
- Lead CEDR faculty on Advanced Train the Trainer courses

Current status: Completed

2007-2008 (1) PricewaterhouseCoopers, London, and (2) Barclays Bank, London

Role & Objectives:

- Primary Internal Consultant at CEDR, responsible for project and contract management.
- To develop a mediation and conflict management service for workplace disputes, including a full client needs analysis and review.
- To set up a mediation scheme, including panel mediators, fees and support.
- To provide training for in-house HR professionals in conflict management, conciliation and negotiation skills, difficult conversations, and cognitive responses.

Current status: Completed, with schemes set up and currently operating

2007 Centre for Effective Dispute Resolution (CEDR), Project Mediation Service

Role & Objectives:

- Primary internal design consultant for the creation of a sector-specific dispute resolution model, Project Mediation, to help support successful delivery of projects by identifying and addressing problems before they turn into formal disputes. Particularly appropriate for: PPP or long term contracts, technically complex contracts, contracts involving myriad contractors/subcontractors/suppliers and those with a sensitive history of poor performance or adversarial relationships.
- Service launch with the support of UK and international construction and

infrastructure industry bodies.

- Project planning and management, with interim and final reports as well as further evaluations and reviews post launch.

Current status: Delivered, services offered via CEDR Solve

2008-2009 (1) Financial Services Authority, United Kingdom, and (2) European Bank for Reconstructure & Development

Role & Objectives:

- Primary Internal Consultant at CEDR, responsible for project and contract management.
- To develop a mediation and conflict management service for workplace disputes, including a full client needs analysis and review.
- To set up a mediation scheme, including panel mediators, fees and support.
- To provide training for in-house HR professionals in conflict management, conciliation and negotiation skills, difficult conversations, and cognitive responses.

Current status: Completed, with schemes set up and currently operating

2007 World Bank, India

Role & Objectives:

- Primary Internal Consultant at CEDR, responsible for project and contract management.
- To support the development of the government-backed International Center for Alternative Dispute Resolution (ICADR), including stakeholder consultation and analysis, business planning, institutional development and ADR practice advice.
- To deliver Basic and Advanced Mediator Skills Training courses.
- To prepare and deliver a comparative study on International ADR Centers with recommendations for the formation and governance of the local Centre.

Current status: Completed

2006-2008 IFC Private Enterprise Partnership, Middle East and North Africa (PEP-MENA), Pakistan

Role & Objectives:

- Primary Internal Consultant at CEDR, responsible for project and contract

management.

- To help establish a pilot mediation center in Karachi, Pakistan, including stakeholder consultation and analysis, business planning, institutional development and ADR practice advice.
- To deliver a number of Basic and Advanced Mediator Skills Training courses, as well as awareness raising workshops over a period of 2 years.
- To assist in the legislative review process to establish mediation within the Civil Procedure Code.

Current status: Completed.

2003-2010 Court of Appeal, London, UK

Role & Objectives:

- Design and delivery of court-referred mediation scheme for CEDR, including documents and standard rules of procedure.
- Judicial and staff training.
- Mediator panel constitution and ongoing management.
- Case management.
- Annual evaluation and review.

Current status: Scheme continues in operation with CEDR.