



*(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 \_\_\_\_\_
  - ii. In the past 3 years \_\_\_\_\_
  - iii. in the Nominee’s career \_\_\_\_\_

*(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.).

**Bio Attached.**

**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**

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**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.



Aug. 28 2022

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**Nominee's Signature/Date**

**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 \_\_\_\_\_ 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)

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**Sponsor's Signature/Date**

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**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 markets<sup>1</sup>, must have worked at least **150-300 commercial mediation days**
- in undeveloped markets<sup>2</sup>, 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)

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<sup>1</sup> “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.

<sup>2</sup> “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)**



## **PAUL GODIN - KATALYST RESOLUTIONS**

**Paul D. Godin** is the owner and principal of Katalyst Resolutions, with expertise in mediation, negotiation, ombuds and workplace investigations, conflict management systems design, workplace restoration and workplace/conflict coaching. Paul is one of the most experienced professional negotiation and dispute resolution trainers in the world. Based in Victoria, but operating across Canada and internationally, Paul is a lawyer, mediator, trainer, conflict coach, and investigator.

### **Training**

Paul has designed and led more than 450 courses on negotiation, dispute resolution, and conflict management system design worldwide for organizations including BDO, Qantas, CBC, Scotiabank, TD Bank, Hill & Knowlton, General Dynamics, the Trade Union Congress of the Bahamas, Mattel, INCO, CPHR, YUM Brands, the judiciary of Trinidad and Tobago, Alliance Atlantis, Ontario Power Generation, the Chartered Institute of Arbitrators, AECON, AECL, the UN, the governments of Canada, Australia, Bermuda, Ethiopia, St. Lucia, Trinidad & Tobago and others. Paul has lectured in Negotiation and Alternative Dispute Resolution (ADR) at the U. of Toronto, U. of Oregon, and U. of Windsor Law Schools. He has also taught contracting principles to project and contract managers for major corporations. He teaches sport dispute resolution law at the University of Victoria Law School.

Prior to entering law, Paul obtained a B.A. (Anthropology) and a B.Sc. (Geology) with High Distinction from the University of Toronto (U of T), followed by two years of geology post-grad work at the U. of Southern California on a full 'National Science and Engineering Research Council 1967' Scholarship. He received an LL.B. in 1995 from the University of Toronto Faculty of Law, where he was on the Dean's List and a scholarship holder. At the U of T, Paul was the International Bar Association's Client Counseling Competition World Champion, an award-winning mooter, varsity water polo player, and represented the U of T in its inaugural year in the ABA Negotiation competition. Paul articulated at Osler Hoskin & Harcourt in Toronto, and began his legal practice in 1997 with the Toronto litigation boutique of Rogers Moore, working in many areas of law.

Katalyst Resolutions is a pre-qualified ADR and Negotiation trainer for many Canadian provinces and companies. Paul has created and teaches practical workplace coaching models internationally.

### **Mediation and Alternative Dispute Resolution Services**

As a litigator, Paul appeared before the Ontario Courts, the Ontario Court of Appeal, and the Financial Services Commission of Ontario. Since 2001, he has focused full time on an ADR practice, mediating disputes in insurance, banking, commercial contracts, agriculture, sports, environmental issues, personal injury, professional liability, negligence, and accident benefits.

Paul has qualified as a roster mediator with:

- Canadian Academy of Distinguished Neutrals;
- The Civil Roster of Mediate BC;

- The Family Law Mediation Program of the Northwest Territories;
- The Ontario Mandatory Mediation Program–Toronto;
- The Court of Arbitration for Sport (Lausanne);
- FIFA (Zurich)
- The Sport Dispute Resolution Centre of Canada (SDRCC);
- A.A.N.D.C. (Aboriginal Issues- Pacific Region);
- The Ontario Energy Board;
- ICOM/WIPO Art and Cultural Heritage Mediation roster;
- The Government of Nunavut;
- The Trinidad & Tobago Mediation Board; and
- The Labrador Inuit Land Claims Agreement DR Board.

Paul is designated a Chartered Mediator by the ADR Institute of Canada. He has special expertise in insurance, personal injury, contract, sports, construction law, labour relations, agriculture, family law, and aboriginal issues.

From 2009 to 2017, Paul acted as a banking ombuds investigator with ADR Chambers Banking Ombuds Office. He has also done a significant amount of conflict management system design work. Paul was also appointed by the SDRCC in 2018 to the SDRCC’s Investigations Unit, that is focused on neutral investigations of complaints involving Canadian sports organizations.

Recently, Paul conducted one of the largest industry mediations in Canada, assisting parties in an historic restructuring process as a forward-looking approach to optimize value and minimize conflicts. He has also acted on numerous occasions as a negotiation or conflict consultant.

Paul was identified by peer review in Who’s Who Legal: Canada as one of Canada’s top commercial mediators in 2012, 2013, 2014, and 2015. “Paul Godin is a facilitative mediator “well versed” in helping parties analyse their goals and make informed decisions. Godin is “first rate” in insurance, professional liability, contract, employment and construction cases.”

On the Canadian Bar Association’s ADR Section Executive (and formerly on the Ontario Bar Association ADR executive), Paul has played a significant role on legal task forces making recommendations on the Ontario Commercial Mediation Act, mandatory mediation rules, judicial mediation, employment law reform, insurance mediation, and youth violence.

## **Publications**

Paul has written dozens of articles, including peer-reviewed papers and articles on the Charter of Rights & Freedoms, mediation, sports mediation, negotiation, & geology, including the book chapters, “Principles of Negotiation” and “A Practical Guide to Conflict Management System Design” in the *Alternative Dispute Resolution Practice Manual*, as well as “*Sport Mediation: Mediating High Performance Sports Disputes*” in Harvard’s **Negotiation Journal** (33:25-51 2017). He is the Co-Editor of the ADR Institute of Canada’s Newsletter, *ADR Perspectives*.

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### **Sierra LeBlanc**

Good afternoon Joe,

Apologies for the delayed response, it has been a terribly busy week. I can absolutely provide a quick reference for Paul. Paul and I worked together for a shorter period of time, maybe over a month or two, on a closer level as he worked as a mediator for a close-knit team (including myself) who had gone and were continuing to live through some very difficult and stressful incidents in the workplace. Paul immediately brought with him a peaceful and non-judgemental presence, and an openness to him that ensured myself and my other team members felt secure and safe in sharing our frustrations, challenges, struggles and wishes (especially as some of these were quite difficult to initially articulate). He was flexible and it was evident that he was well practiced in leading teams through difficult conversations, and ensuring that we were able to focus on the task at hand and not stray too far into areas of less importance. He was sturdy and was able to assertively move along a conversation and elicit responses that may typically be difficult to bring forth, as he led sessions with a mix of authority yet openness. I appreciated the flexibility between individual caucus sessions and group meetings, to slowly take down barriers in individual sessions and be able to get to the core issues and requests of other teammates in a way that was productive and for the betterment of the team. Overall, I was very impressed with Paul's leadership and mediation style and am confident in recommending him to the International Academy of Mediators.

### **Kelly Slack**

Hi Joe –

My experience with Paul has been in a multiparty institutional negotiations relating to Aboriginal rights in Canada.

From my perspective, here are Paul's strengths:

- He is a very quick study – he was able to digest large amounts of technical information and interpersonal history to grasp the context of our mediation. He has not been daunted by the amount or complexity of the file.
- He brings a calm to the process and also an unwavering focus on the tasks at hand.
- He is very respectful of my time as a mediated party. He listens and takes into account my concerns – and pushes-back, when appropriate (which has, in turn, made me trust that he is also pushing-back on other parties in the interest of resolving our issues)
- He has been using caucuses between him and individual parties to help move long-standing fixed positions.
- He understands the interplay between institutions and their representatives at mediation.

I have generally had a very positive experience with him as a mediator.



**Christine Murray:**

Having worked with Paul as a co-mediator in many mediations, I have witnessed his excellent conflict resolution skills. Paul has a wide breadth of mediation experience. I have worked with Paul as a family law mediator. Paul helps families discuss and resolve issues relating to parenting schedules, parenting responsibilities, child support, spousal support and property division in a forward focused and respectful manner. With professionalism, positivity and dedication Paul skillfully designs a mediation process for each individual family to ensure everyone involved in the mediation is comfortable and feels heard. Paul's calm and adaptive manner creates an ideal forum for creating solutions that are practical and durable. He helps participants access resources and information they can use to develop positive communication skills that assist family relationships long after the mediation has concluded. Paul moves mediations forward through multiple sessions with organized and effective follow up which helps bring matters to resolution in a timely way. He drafts detailed and fair agreements to record the details of agreements reached and topics discussed. It is my pleasure to recommend Paul as a mediator.

## **Mediations – Paul Godin**

All mediations below were paid mediations. My focus since leaving Toronto has been on developing a practice related to complex issues.

### **Last 12 months** (I had estimated 65 days):

- One large scale multi-party long-term confidential negotiation about resource allocation and control amongst multiple governments and stakeholders.
  - Almost 500 hours of mediation (approximately 80 days worth of time- main sessions, caucuses and prep)
  - Issues are a mix of legal, commercial, governance, economic, and rights-based issues across multiple parties representing large stakeholder groups
  - Typical sessions involve approximately 20 party representatives and lawyers from more than 4 parties, each representing larger stakeholder groups
- 8 family mediations (not counted in my total), each representing approximately 1-2 days of mediation each
- 2 workplace mediations (one, 3 days of time- mix of interpersonal and employment status issues; the other just commenced)
- 3 sports mediations (not counted)- A single day of time each

### **In past 3 years** (I had estimated 130 days):

- Mediations noted above
- Commercial Mediation – Multi-Party Provincial Industry Pricing and Restructuring Negotiations (35 days over an 9 month period)
- Further sports mediations (not counted):
  - 2 days of mediation time (safe sport harassment issues)
  - 9 hours of mediation time (Team Selection)
  - Safe sport mediation (2 days)
- Sports mediation (counted)
  - Disciplinary and employment/termination issues (7 days)
  - 4 days of mediation time (disciplinary issues re ban and cross-complaints including economic elements; multiple parties plus counsel)
  - Complex Multi-Party Funding case (multi-party with economic interests and compensation) 8 days
- Further 10 Family Law Mediations (not counted)- average of 12-16 hours each
- Workplace mediations
  - Mediation for leadership and management teams (managing restructuring issues- mix of economic, structural and interpersonal issues) 4 days
- Board governance mediation (defamation issues) 3 days of mediation time
- School Board Mediation- employment issues re harassment investigation and consequences (4 days)

### **Prior to last 3 years:**

- Further 7 Family Law Mediations (not counted)- average of 12-16 hours each
- Large scale facilitation of school board redistricting issue (negotiation of school closure, budgetary, and program change and funding issues)- 3 days
- Sports mediations (not counted)
  - Miscellaneous other sports cases (team selection, carding, anti-doping)
- Family property division cases (complex tax, corporate, trusts, and financial issues were the primary focus of these- not what I would classify as typical family disputes)
  - Bermuda- 7 days of time
  - Bermuda- 6 days of time
- Industry Mediation- Financial Dispute (5 days)
- Wrongful Dismissal and harassment mediations (2 cases- 6 days)
- Breach of Contract/Negligence Mediation- construction context (7 days)
- BC Tort Case (4 days)
- Mediation of Industry Negotiation- trade negotiations- (30 days)
- ADR Chambers era mediations (2001-2017) (Note: ADR Chambers retained those files when I left the firm, so my estimate for this era is just that, a rough estimate)
  - At least 5 Bermuda mediations (mix of trusts issues, wrongful dismissal, personal injury, insurance, banking, and contract issues- all legal financial non-family issues); each approximately 3-6 days of billable hours (25 days?)
  - At least 2 Cayman Island personal injury mediations (approximately 3 days time each)
  - Mediation of Industry restructuring and trade negotiation- large-scale multi-party mediation (approximately 15+ parties)- done monthly for about a year- (Approximately 400 hours based on estimated fees, or 80 days of total time)
  - Approximately 10 Financial Services of Ontario MVA insurance mediations (short- max of 1 day each)
  - Approximately 20 other traditional legal mediations (mix of commercial/legal issues, personal injury, contract breach etc.) from 1-3 days of total time each
  - Industry/Government mediation and consultation (5 parties) re restructuring of shipping dispute handling and new system design- one text approach (15-20 days?)
  - There may have been other files but this is what I recall.