



Mia Forbes Pirie

International Mediator

Resolving Difficult Conflict

A skilled mediator, trainer and conflict coach, Mia specialises in resolving difficult conflict. She is a former City solicitor and Head of Alternative Dispute Resolution in a boutique law firm. In addition to Commercial clients, she has worked nationally and internationally with Members of Parliament, governments, religious organisations (including the Church of England), NGOs, and charities. Mia navigates complex relationships and supports parties in achieving practical and creative solutions while improving relationships. An all-round conflict resolver and preventer, Mia's specialisations include Technology, Energy & Environment, Workplace and difficult disputes. She is particularly useful wherever there are complex relationships and topics.

Mia mediates in a number of contexts as well as training people on how to have difficult conversations and use mediation skills to prevent disputes at work whilst promoting diversity of opinion which has been shown to lead to better results.

Mia practised EU and International trade law advising FTSE 100 companies for over seven years in the London office of a leading global law firm. She further worked for several years on two of the world's leading energy efficiency programmes, advising the UK and US Governments on the development and negotiation of environmental regulation, including some of the most sensitive legislation in that area in the US.

Born to an English/Scottish mother and Turkish father and having lived in six countries, Mia is passionate about culture, identity and conflict resolution. She frequently speaks on those and other topics, including at Chatham House.



“We were delighted to invite Mia to speak at Chatham House because of the unique perspectives that she brings together as an international mediator/facilitator understanding conflict through the lenses of culture and neuroscience.”

~ Fadi Hakura, Manager of the Turkey Project, Chatham House

As part of her previous role, Mia also advised the US Department of Energy on using a meditated process to develop controversial legislation. Her role for the Church of England was to facilitate shared conversations on human sexuality including LGBT issues and gay marriage. While more recently Mia has immersed herself in the task of facilitating high level European conversations around the humanitarian dimension of the refugee crisis. Whether assisting company CEOs in developing new strategy and changing their organisational culture, or creating a neutral platform for dialogue around some of today's most testing global challenges, creating intelligent solutions which are sustainable, lies at the heart of all Mia's work.

With an academic resume which includes a Masters in EU Law from the College of Europe, Bruges and a Masters of Science in Environmental Technology from Imperial College London, as a Trilingual (English, French, Italian) lawyer, she took a sabbatical in the European Commission's former "Diplomatic Corps" (External Relations) and was appointed temporary desk officer for Brunei Darussalam. A desire to be of service is central to Mia's outlook, and she counts the 3 years she spent volunteering at Camden Mediation Services helping local people to resolve neighborhood disputes, as some of her most valuable and rewarding learning. Mia is CEDR accredited (commercial and workplace mediation) and accredited to resolve faith-related disputes.

One of Mia's commercial clients recently said: ***“I was initially sceptical about mediation. I couldn't see the point. But once we started I couldn't believe how much progress we made so quickly. Mia's approach helped us to achieve a resolution that would not have been possible otherwise”***

Sir Stirling Moss OBE, former racing driver says, ***“Refreshingly honest and highly intelligent, Mia has an unshakeable calm confidence and soothing presence and does not hesitate to hold her own, even with me!”***

Outside of the office, Mia can often be found in an airport, on a yoga mat or outdoors with good friends. She is not averse to good meals in excellent restaurants.

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INTELLIGENT CHANGE

✉ mia@miaforbespirie.com
om
☎ +44 (0)7957 812345





What Other People Say

"I was initially skeptical about mediation. I couldn't see the point. But once we started I couldn't believe how much progress we made so quickly. Mia's approach helped us to achieve a resolution that would not have been possible otherwise"

Director involved in complex mediation

"When Mia started mediation within our organisation, we considered it a final, last ditch attempt to resolve a complex longstanding dispute in one of our departments. Previous attempts at management intervention and external mediation had all failed. The case involved allegations of bullying and unfair treatment, communication issues, personality clashes and differences of working style and approach therefore issues involved potential grievances.

As a mediator, Mia has great empathy with people and her warmth helps make all parties feel at ease quickly.

Through her skilled mediation, Mia successfully helped the team to achieve a win/win outcome, with all parties taking responsibility for making changes and agreeing a more positive way of working in the future."

Head of Human Resources, Workplace Mediation

"Mia Forbes Pirie's Mediation services were invaluable to help Tower 42 Travel resolve a difficult conflict. Throughout the process, she showed herself to be empathetic, knowledgeable, patient and fair. She treated the problem like her own, making herself highly available.

While some of us involved in the dispute, initially doubted the need and value of mediation, Mia's approach has helped us to achieve a resolution that would not have been possible without her help."

Director, Tower 42 Travel

"Refreshingly honest and highly intelligent, Mia has an unshakeable calm confidence and soothing presence and does not hesitate to hold her own, even with me!"

Sir Stirling Moss OBE, former racing driver, Stirling Moss Ltd.



“Mia facilitated our network leadership through a series of strategically important and difficult issues and helped us build consensus around a new organisational model and transition plan. She introduced a critical perspective in a way which gave room for honest but useful debate between directors and helped us to address, rather than avoid, difficult decisions. She is an astute listener, and an articulate rapporteur.”

Executive Director, Global NGO

“Mia Forbes Pirie moderated our two day workshop in Brussels in August 2013. We were dealing with a large transition within our global organization with offices in Paris, Brussels, Washington and China. The transition included funding cuts and potential job losses, as well as changes in working practices and relationships, a serious and difficult transition.

Mia managed to run these two days in a very efficient and pleasant way, bringing out the issues that needed to be brought out and ensuring that everyone was fully heard. She brought much-needed clarity and flexibility to the process and made it work. I was impressed by her and would, without any doubt, recommend her as moderator for other complex processes.”

Technical Director, International Organisation

“Thank you for leading us so ably through this morning’s minefield! I have received only positive feedback.”

Director, International Charity

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Fadi Hakura, Manager of the Turkey Project, Chatham House

A Quote from Mia

“I believe that resolving and preventing conflict from arising is central to good business. It changes businesses and lives for the better. Nothing wears people down as much as conflict. It consumes people’s lives and business resources. The soft stuff is hard to get right but pays dividends which translate into happier staff, more productive companies and healthier balance sheets.”

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Insights and Publications

- Breaking through the barriers: challenging mediation misconceptions and unmasking its mystery, Mediation Awareness Week, invited to be part of panel of “rising star mediators” (<https://www.eventbrite.co.uk/e/breaking-through-the-barriers-challenging-mediation-misconceptions-tickets-38073053528>)
- The Brexit Stalemate: No one is listening anymore. Could the UK actually learn something from its Church?, Kluwer Mediation Blog and Huffington Post (<http://kluwermediationblog.com/author/mia-forbes-pirie/> and http://www.huffingtonpost.co.uk/mia-forbes-pirie/brexit-church-state_b_11706904.html)
- Understanding Conflict in Turkey and around the World, Chatham House (<https://www.chathamhouse.org/event/understanding-conflict-turkey-and-around-world>)
- Unmasking the Magic of Mediation, UK Journal of Mediation (<http://www.miaforbespirie.com/wp-content/uploads/2016/01/UK-Mediation-Journal-Mia-Article-V3.pdf>)
- Conflict Coaching, UK Journal of Mediation (<http://www.miaforbespirie.com/wp-content/uploads/2016/04/UKMJ-Conflict-Coaching.pdf>)
- Playing chess with power and pipelines: the new European emphasis on security of supply in an uncertain landscape (2014), Caspian World, Caspian Oil & Gas edition (<http://www.miaforbespirie.com/wp-content/uploads/2014/12/Playing-Chess-with-Power-and-Pipelines.pdf>)
- Renovation Roadmaps for Buildings, (The Policy Partners, for Eurima, joint author, 2013). (http://www.eurima.org/uploads/ModuleXtender/Publications/96/Renovation_Roadmaps_for_Buildings_PP_FINAL_Report_20_02_2013.pdf)
- Determination of Accurate Television Usage Profiles: A U.S. case study. Energy Efficiency, (joint author) (2013) (<https://eetd.lbl.gov/publications/determination-of-accurate-television->)
- Telecoms Regulation in Developing Countries: Attracting Investment into the Sector: Ghana – A Case Study (joint author) – Journal of World Trade, (2005).
- The Complainant in EC Competition Law – World Competition, Law & Economics Review, (2000).
- Butterworths Competition Law Encyclopaedia – Part of the team which updated (2007).

