

## **CORALIE SMETS-GARY**

Avocat Honoraire  
Accredited mediator  
Trainer  
Coach in Principled Negotiation

### **CONTACT**

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### **PROFESSIONAL EXPERIENCE**

#### July 2005 - Present

Founder, partner and co-manager in PMR-Europe SPRL, an entity specializing in the prevention, management and resolution of conflicts, first mediation training center accredited by the Belgian Federal Mediation Commission.

Mediator in civil, commercial, labor law, and family matters.

Trainer (see below)

Consultant and coach (see below).

#### March 31, 2005

Leave the Brussels Bar to set up PMR-Europe.

#### 2004 to March 2005

Founder and partner in CSG & Associates, a law firm, located in Brussels, specializing in international commercial contracts.

Mediator and trainer.

#### 2002 to 2003

Partner in Rawlings Giles Sher LLP, a U.S. law firm, located in Brussels, Paris and London and specializing in business law (in particular, distribution, franchising, licensing) and in international arbitrations.

Mediator and trainer.

#### 1996 to 2002

Associate in Paul D. Sher & Associates (that became "Rawlings Giles Sher LLP"), a U.S. law firm located in Brussels, specializing in distribution law and expatriate matters. First experiences of co-mediation.

#### 1989-1996

Intern (3 years) and associate at Fenaux & Moreau, a Belgian law firm, located in Brussels, specializing in commercial law and labor law.

Registered with the Bar of Brussels on the 13th of October 1992.

### **CURRENT PRACTICE (IN ENGLISH AND FRENCH)**

#### MEDIATION

♣ Mediator since 2000 in commercial matters (specializing in relationships between partners, service

contracts, distribution and franchising agreements, construction contracts...) and in civil matters (such as disputes between neighbors, legal servitudes...)

- ♣ Mediator in matters relating to labor law since 2003: conflict between employers and employees or between management and union representatives or between colleagues, and harassment issues.

- ♣ Co-mediator in family law cases since 2004: liquidation of communities, separating couples and business.

#### CONSULTANCY, FACILITATION, COACHING, SUPERVISION

- ♣ Consultancy 2009-2010: mission for Unicef: assessment of a 500hour training program in mediation tools and techniques developed in Tunisia for a pilot group (made of judges, psychologists, sociologists, social workers ,... belonging to 3 different Ministries) and working in relation to children and their family. Study of needs, proposal of adjustments, choice of international consultants and program monitoring.

- ♣ Consultancy 2009-2010-2011 -2012: analysis of parameters and operating modes to structure an intervention (coaching, facilitation or training) in order to establish conflict prevention mechanisms and better communication and working relationships (for small national structures and for large international organizations).

- ♣ Facilitation 2009-2010-2011-2012: to hold efficient meetings between partners, to facilitate communication, to relieve tension, to identify issues at stake, to consider practical solutions and adopt a plan of action.

- ♣ Coaching since 2005: to prepare for negotiations.

- ♣ Coaching since 2005: to improve skills in the workplace or to assist professional transitions.

- ♣ Supervision and coaching since 2005: for mediators and mediation counsels.

- ♣ Supervision and coaching since 2010: for attorneys in principled negotiation and collaborative law.

#### TRAINING AS A SPECIALIST in principled negotiation and in mediation

#### **For the Academy of Louvain (UCL, St Louis, FUNDP, FUCAM): Interuniversity Certificate in Mediation**

- ♣ Basic training in mediation

- Academic Year 2006-2007: "practice of mediation" :50h

- Academic Year 2007-2008: idem 50h

- Academic Year 2008-2009: idem 50h

- Academic Year 2009-2010: idem 58h

- Academic Year 2010-2011: idem 58h

- Academic Year 2011-2012: idem 58h

- ♣ Specialization: mediation in civil, commercial and labor law matters

- Academic Year 2006-2007 - "practice of mediation": 20h

- Academic Year 2007-2008: idem 20h

- Academic Year 2008-2009: idem 45h

- Academic Year 2009-2010: idem 50h

- 2010-2011 Academic Year: idem 50h

- 2011-2012 Academic Year: idem 50h

#### **For UNICEF**

- ♣ Tools of mediation / negotiation / conciliation for judges, directors of open and closed centers for children, social workers in Tunisia

- 2008: The Mediation Relationship - Ethics: 3 days

- 2009: The technical aspects of mediation: Practice and methodology: 10 days

- 2009: Ethics: 2 days

- 2010: Tools of mediation and negotiation in relation to children in violation of the law or children at risk: 2 days

- 2010: Tools of mediation and negotiation for judges: 2 days

- 2010: Supervision of 36 people trained: 3 days

- ♣ Negotiation Tools for Associations

→ 2008 and 2010: Mediation Tools for social workers caring for abandoned children and single mothers: 3 days and 2 days

#### **For l'Institut du droit de la Famille et du Patrimoine (Paris)**

♣ 2008, 2010 - Tools, techniques and skills of negotiation for collaborative lawyers specializing in family law: training Level 2 (14h): Paris, Nice, Rennes, Lille and Level 3 (14h): Paris

♣ 2010: teacher training for future French trainers in collaborative law: (21h)

#### **For the French Order of the Brussels Bar and the Order of Bars and Law Societies (OBF)**

♣ Basic training in collaborative family law and principled negotiation tools (14h) in Brussels, Eupen, Charleroi, Liege, Mons

→ 2008: with Anne-Marie Boudart for members of the Commission

→ 2008/2009/2010/2011: with AM Boudart, C. Vander Stock, Blitz M, Hoge F

♣ Training of second and third levels in principled negotiation within the framework of collaborative law in Brussels and Eupen

→ 2008/2009/2010/2011: Trust, emotion, and the key issues and advanced strategies of distributive and integrative negotiation for collaborative lawyers (14h)

→ 2008/2009/2010/2011: practice sessions (7 hours)

♣ Continuing education in family mediation in 2006 and 2007: The Art and Science of Negotiation in Family Mediation (16 h) and the fundamental issues (16 h)

♣ Specialization in civil and commercial mediation in 2010 (5 days)

#### **For the Catholic University of Louvain, ULg, ULB, UMH as a visiting lecturer at the Faculty of Psychology and Educational Sciences**

♣ Academic Year 2008-2009 and Academic Year 2011-2012: Conflict and Mediation: 20h (Master in Risk Management and Welfare at Work)

♣ Academic Year 2008-2009: Conflict and Negotiation: 16h

♣ Academic Year 2011-2012: Theory and Practice of Negotiation: 24h

#### **For the Board of Arbitration, Conciliation and Mediation in Real Estate- Chambre d'Arbitrage, Conciliation et Médiation en matière immobilière (CCAI)**

♣ Mediation program: full cycle: basic training and specialization in civil and commercial matters

→ Academic Year 2007-2008: 96h

→ Academic Year 2008-2009: 96h

♣ 2007: Upgrading: New Developments in mediation since the 2005 Law on Mediation: 32h

♣ 2008: Practice and Supervision: 12h

♣ 2010: Techniques of conciliation (3 ½ days)

♣ 2010: Mediation Practice: 4 h

♣ 2011: Co-Mediation: 7h

♣ 2011: Core Concerns: 7h

♣ 2011: Facilitative and Evaluative Mediation, and Conciliation: 7h

#### **For Fucam (Facultés Universitaires Catholiques de Mons)**

♣ 2009, 2010, 2011, 2012: Introduction to mediation techniques. Certificat en expertise judiciaire (8h)

#### **For HEC Liège (High School of Commerce - Business School)**

- ♣ 2008, 2010 - Tools of negotiation for civil and commercial mediators (8 h)

#### **For SACD and SCAM (Society of Dramatic Authors and Composers and Authors Society of Civil multimedia)**

- ♣ 2009 and 2012: Principled Negotiation for use by writers, directors, ... (16h)

#### **For the AMIS (l'Association des Médiateurs en Institutions de Soins)**

- ♣ 2008: Mediation and negotiation tools from mediators working in hospitals: 1 day

#### **For La Poste (bpost)**

- ♣ 2010: Introduction to mediation and negotiation tools: 1 day

#### **For Honeywell**

- ♣ 2010: Intercultural Communication Skills and Differences: 1 day

#### **For RM2**

- ♣ 2010: Introduction to communication tools: 1 day

#### **For Judges of the Commercial Court of Liège**

- ♣ 2010: balancing tools: 1 day

#### **For PMR-Europe**

- ♣ Training in principled negotiation

2010: Introduction to negotiation as a means of conflict prevention (7h)

2008: Tools of mediation and negotiation as a mode of conflict management in business (6 days)

- ♣ Basic training in mediation and specialization in civil and commercial mediation: 7 editions of 12 days from 2008 to 2010 – 2 editions of 14 days in 2011

- ♣ Continued Training in mediation in civil, commercial, social, and family matters:

→ 2011: Negotiation Techniques for mediators level 1 (7h)

→ 2010: NLP and Polarities (7h)

→ 2010: Continued Training Modules for mediators (6 days x 8 hours)

→ 2009/2010/2011: Workshops (two hours practice)

→ 2006, 2009, 2011: 4 Dimensions and access to consciousness (2 ½ days)

→ 2009 and 2010: Managing emotions through the core concerns (2 days)

→ 2008, 2009, 2010, 2011: NLP and Mediation (21h) -

→ 2009, 2010, 2011: MBTI and Mediation (7 hours)

→ 2008: How to behave as a good counsel in a mediation? (16h)

#### **For law firms**

- ♣ 2005: Cabinet Monard D'Hulst: Training in principled negotiation (2 days)

♣ 2007 and 2009: Cabinet Simont Braun: Training in principled negotiation (3 x 2 days) and 2009: Tips for lawyers in mediation

- ♣ 2008: Cabinet Laga: Training in principled negotiation (3 days)

#### **For the Brussels Business Mediation Center (BBMC)**

- ♣ 2003 to 2006: Basic training in civil and commercial mediation: various interventions

♣ 2004 to 2007: Continuing education in civil and commercial mediation in the following subjects: The Art and Science of Negotiation in Civil and Commercial Mediation (16h) and The Core Concerns

- ♣ 2004 to 2007: Practice and supervisions

- ♣ 2008: Specialization in Civil and Commercial Mediation: Principled Negotiation (16h)

#### **For l'ASBL Médiation/Conciliation Sociale**

- ♣ 2011: 2 days of negotiation tools for mediators specialized in labor law mediation

- ♣ 2004 to 2006: Basic training in labor law mediation

- ♣ 2006: Continuing education in the following subjects: The Art and Science of Negotiation in labor

law Mediation and Integration of Knowledge, Expertise and Being (savoir être)

**For the ABA (Association Belge des Administrateurs)**

♣ 2006-2007: Training in Leadership and Conflict Management

**PAST PRACTICE AS Attorney-at-law - 1989 TO 2005 (IN ENGLISH AND FRENCH)**

Contracts: drafting and negotiations of contracts for use in the EU and the Middle East (distribution, agency, franchise, license, acquisition). Negotiations re termination of employment agreements with expatriates,...

International Arbitration: a two year ICC arbitration with a 8-day hearing in Dublin regarding the termination of a distribution agreement between a big American corporation and small company based in the Middle East; a one year ad hoc arbitration with 4-day hearing in Scotland, ....

Belgian legal proceedings: business and labor law matters, criminal finance.

**EDUCATION AND TRAINING**

1988-1990	Université Libre de Bruxelles, Belgium Master Degree in International Law Majors: E.U. Competition Law - International Trade Law
1983-1988	Université Libre de Bruxelles, Belgium Bachelor Degree in Belgian Law Majors: Civil Law - Trade Law
1999	Attended the practical training course on negotiation techniques organized by the Brussels Business Mediation Center (BBMC) (trainer: Canadian Mediator Serge Roy).  Attended a practical training course for mediators organized by the BBMC (trainer: Serge Roy).
2000	Attended a Master Class in commercial and civil mediation organized by the Centre de Mediation et Arbitrage de Paris (CMAP).
2001	Attended a Master Class in commercial and civil mediation organized by the Centre de Mediation et Arbitrage de Paris (CMAP) and the BBMC.
2002	Master Class in European Business Law in Bruges organized by the European Association of Lawyers.
2004	Attended an advanced training in mediation organized by the Harvard Negotiation Insight Initiative on "Mindfulness and Mediation" (Harvard University Law School - June 2004 – Faculty: Erica Ariel Fox and Leonard Riskin).
2005	Attended an advanced training in negotiation organized by the Harvard Negotiation Insight Initiative entitled "Beyond Yes: Deeper Wisdom and the Art of Negotiation" (Harvard University Law School - June 2005 – Faculty: Erica Ariel Fox and Marc Gafni).
2006	Attended an advanced training in negotiation organized by the Harvard Negotiation Insight Initiative entitled "Beyond Yes Two: The Next Step in the

	Journey" (Harvard Law School, Trainers: Erica Ariel Fox and Mark Thornton)
2004 - 2006	Basic training in labor law mediation ASBL Mediation / Conciliation sociale
2007-2008	Neurolinguistic programming: 25 hours by Amaru De La Motta, Psychologist and Master NLP
2008 -2010	Training in Collaborative Law
2008	Master Class on Advanced Negotiation: "Making Difficult Conversations Productive" organized by the Harvard Negotiation Project – (Harvard Law School, Trainers: S. Heen, D. Stone, B. Patton)
2008	Training in Executive Coaching - SECA: 2 Days + 3 Days in Puerto Utrecht
2009	Training in Executive Coaching (continued) - SECA: 3 days in Utrecht
2010	Training on Harassment at the work place - PMR: 1 day
2010	Training on the Polarities in NLP - PMR: 1 day
2011	Introduction to systemic approach for mediators: 2 days

## PUBLICATIONS

- "Pre-contractual information document," Official Guide of the Franchise in Belgium, 2000 to 2003.
- "The Franchise Contract Law in Belgium (1987-1996), co-author with Paul Sher, Chronicle of Jurisprudence, Journal des Tribunaux, 06/28/1997, n.5849.
- "Development of an International Franchise Network," Compendium of the Belgian Franchise Federation, Spring 2000
- "Supply Exclusive Clauses in Franchise Agreements", European Franchise Federation Newsletter, 1998.
- "The Concept of Resilience: A review of multi-axial literature, co-author with Pierre Fossion, Stephanie Braun, Ch Kempnaers, K Peleman, Isy Pelc, Paul Linkowski, Acta Psychiatrica, n.105 / 1, 2005-1 - 14.
- "Le quatre-quart du médiateur", review of the CCIB (Chamber of Commerce of Brussels), April 2005.
- "Dynamics and values underlying mediation," The Management of Social Relations, Kluwer Publishing, 2005.
- "4 Dimensional Dialogue as Applied to Conflict Prevention, Management and Resolution," co-authored with Michael DeToro, Marco Dubois and Martine Becker, May 2006.
- "Négociation Employeurs- Syndicats », (Negotiation Employers, Unions), La Gestion des Relations Sociales, Kluwer Publishing, 2006, 2007, 2008
- "La médiation : une nouvelle piste pour régler certains conflits en copropriété " (Mediation: A new approach to resolve some conflicts in condominium", in « Syndic Info » de l'ABS (Association belge des Syndics et Administrateurs de biens) in April 2007, in collaboration with Martine Becker and Jean-Pierre Lannoy
- "Instruments of MBTI for use by mediators: practical application", August 2008,
- "« Médiation et techniques de négociation intégrative ; approche pratique en matière civile, commerciale et sociale. » Coralie Smets-Gary et Martine Becker ; préface Alain Lempereur, Postface Serge Roy, Larcier 2011, Collection Prévenir, Résoudre, 369 pages.

## RECENT CONFERENCES

- April 23, 2009: « L'urbanisme. Contrainte ou devenir de l'immobilier ? » organized by the CCAI - with R. Briey: Urban planning, public order and mediation: relations against nature or future?

- March 4, 2010: "Resolving disputes through mediation", Agoria - Technology Industry Federation
- September 17, 2010: "MEDIATION IN CIVIL AND COMMERCIAL DISPUTES, Workshop and Conference: What is it really and how it works in practice?", Institute of Company Lawyers (IJE) with JAMS ADR-center in Rome, BBMC (Brussels Business Mediation Center), VOBA (Flemish Organisation for mediation and arbitration) and PMR-Europe (Prevention Management Resolution)
- November 18, 2010: "8 ethical principles underlying the action of the mediator" Santhea, Symposium on Mediations in hospitals
- November 26, 2010: "Introduction to principled negotiation" for the Chamber of Expert-Architects (CEA)

## LANGUAGES

French: mother tongue English: 4/5; Dutch: 2/5; Japanese: 2/5, Spanish: 1/5