



John Sturrock QC

- Founder and Chief Executive of Core Solutions Group: delivering training, coaching, mediation and strategic advice in the management and resolution of differences and disputes, including negotiation, facilitation, advocacy and communication skills, for business, the professions and the public sector in Scotland, England, Ireland and elsewhere
- Co-founder of Core Mediation, providers of mediation services in commercial, public sector and professional services disputes; frequent presenter on mediation at conferences and seminars in the UK and elsewhere; regular writer and newspaper columnist
- Listed in Band 1 in the Best of UK in Chambers UK Guide to the Legal Profession and described as a “*trailblazer*” and “*the foremost mediator in Scotland*”: “*a wonderful communicator with much experience of complex commercial issues*”; in the art of shuttle diplomacy, “*he is virtually unmatched.*” Described in Legal 500 as “*universally regarded as Scotland’s finest mediator, with a reputation which compares favourably with mediators anywhere. Undertaking mediations across of a wide spectrum of practice areas, he moves to achieve settlement with a combination of ‘humour, tact and sheer drive*”
- Mediator trained and accredited with the Centre for Dispute Resolution in 1996 and member of the CEDR Training Faculty since 1999. An internationally-recognised mediation and advocacy coach, has also been described as “*one of the best teachers of mediation*”. Extensive involvement in training and coaching mediators and others in UK and abroad from 1998 onwards, with Core and CEDR.
- Mediation and facilitation experience (see over page): acted as mediator and facilitator in Scotland, England, Ireland, mainland Europe and Africa in over 160 disputes relating to professional services, commercial contracts, building and construction, education, partnership, employment, management, IP and IT, medical negligence, charitable organisations, sport and others
- Member of UK-wide Sport Resolutions Panel of Mediators and of Standards Commission of the International Mediation Institute
- Practising Member of the Scottish Bar from 1986 to 2002. Queen’s Counsel since 1999. Practice at the Bar involved personal injury work, professional negligence, commercial contracts, valuation for rating, intellectual property and general civil work

- Trained Negotiator at Harvard University; Director of Training and Education, Faculty of Advocates, 1994 to 2002: responsible for design, development and delivery of award-winning advocacy and related training courses for the Scottish Bar
- Visiting Professor of Advocacy Skills and Conflict Resolution at The Glasgow Graduate School of Law, 1999 to date
- Member of Judicial Studies Committee in Scotland, 1997 to 2003: responsible for design and leadership of judicial training courses.
- Distinguished Fellow, International Academy of Mediators 2009
- Member of the Chartered Institute of Arbitrators, Fellow of the Royal Society for the Arts
- Specialist of the Year, Inaugural Scottish Legal Awards February 2003
- Mediator of the Year, The Law Awards of Scotland 2009

Mediation and Facilitation Experience

1. Experience as mediator and facilitator in disputes and differences including the following matters:
 - commercial contracts
 - intellectual property
 - development of land
 - employment of senior managers
 - construction industry
 - oil and gas sector
 - health service
 - board level management in private and public sectors
 - landed estates
 - higher and secondary education
 - commercial property and leasing
 - medical negligence
 - solicitors' negligence
 - armed forces
 - discrimination at work
 - fund management
 - professional advisory services
 - public sector funding
 - valuation of companies
 - information technology
 - church organisations
 - environmental pollution
 - agriculture
 - banking and finance
 - sport and sports administration
 - architects' negligence
2. Many of these matters have raised complex issues, some have involved multiple parties, most have resolved in a day. The value of claims has ranged from several tens of thousands of pounds to several million. In a number of instances, processes have been designed to enable discussion and resolution over a period of time.

3. Party feedback:

- “I would like to say that I have much admiration for your handling of this mediation. It was never going to be easy in light of the personalities involved and that it has amazingly settled is undoubtedly down to your great effort. I doubt most other mediators would have stuck with it like you did.”
- “We were very impressed (if I may say so) by your skill and professionalism in handling the matter yesterday and particularly by the fact that you took upon yourself much of the very hard work of negotiation to arrive at an acceptable resolution.”
- “Thank you so much for all your efforts yesterday. Your contribution was invaluable.”
- “Given the complex nature of the dispute and the satisfactory outcome, John has to be congratulated on the care and professionalism he demonstrated throughout the process.”
- “John had the ability to keep the process alive and move it forward in extremely difficult circumstances.”
- “His organisation of the process was a strength, and thoughtfulness on the release of information.”
- “Very adept at the devil’s advocate game.”
- “Clarity; “control” of process and ability to focus parties and perhaps, most importantly, patience.”
- “Huge experience of the mediation process.”
- “The ability to put succinctly the possible consequences of each party’s position in getting them to think of alternatives”
- “He had a very conciliatory manner and at the same time had a good grasp of the issues.”
- “Gained and kept the confidence of our client even when testing our client’s case.”
- “Ability to understand detail and to keep the process moving forward. Also able to make valid points at appropriate times without being long winded. A very capable mediator who contributed greatly to the process.”