



## THOMAS G. GIGLIONE

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### **PROFESSIONAL BACKGROUND**

Passionate intercultural expert with over ten-year working experience in training development and delivery and a blend of experience mediating disputes in a variety of domains such as commercial, legal, workplace and family matters, teaching, writing, public speaking and management in international and diverse settings. Vast in a wide variety of contracts negotiation such as commercial/trading contracts, design and construction contracts, joint venture agreements, loan agreements, consortium agreements. Excellent record of wisdom, peace-making, trustworthiness, and neutrality, good listening and communication skills

Extensive experience and proven expertise in capacity & institutional development, multi-stakeholder facilitation, strategic analysis & planning, learning, curriculum development & assessment, human resource management and resource mobilization.

**Sectoral Expertise:** governance, civil society, democracy & civic education, electoral capacity, aid effectiveness, climate change, rural development, livelihoods, human rights & gender, trade sector support, human trafficking, peace building.

**Languages:** English, Spanish and Italian.

### **PROFESSIONAL ACTIVITIES AND RESPONSIBILITIES:**

Past Chairman and one of the founding members of Upper Canada Dispute Resolution, a Commercial Mediator and Negotiations trainer. Frequent speaker and writer on mediation and employment law issues. Presented extensively in the area of international arbitration in Canada. Appeared on the front cover of “Biz Magazine” - Canada for the most successful commercial mediation in the Ontario Mandatory Mediation Program (1999); Conducted mediation process to settle disputes between a Korean and several Vietnamese real estate developers and the buyers regarding implementation of the apartment sales & purchase contracts. Approved mediator for the Ministry of Attorney General for the province of

Ontario, Canada and World Mediation Organization. Styles of mediation include transformative, problem-solving, facilitative, and narrative.

### **MEDIATION EXPERIENCE:**

Experienced in many cross border disputes in Canada, including international commercial arbitrations in Canada and Vietnam. Strong consulting experiences in dealing with commercial mediation, negotiating large scale contracts. Specializes in both ends of the contract, from negotiation and advice on contracts to claims and disputes in connection with distressed projects. Have served as neutral mediator in more than 400 cases, primarily employment, construction, regulatory, consumer and general contract and business disputes, under the auspices of World Mediation Organization; Superior Court Commercial Mediator Ministry of the Attorney General for Ontario, Canada. Also acts on disputes which are important test cases for the industry for example to settle dispute regarding replacement of contractors on a distress project. Advised Hong Ha Investment JSC Company in the settlement of its bad debts with several banks; Participated in negotiation process between a shareholder and the company regarding a share transfer transaction. Supported client to negotiate a vessel building agreement with a Vietnamese company. Supported several employees to negotiate with the employers to settle labour disputes regarding labour contract termination by mutual compensation agreement.

### **TEACHING AND EDUCATIONAL ACTIVITIES:**

Mediation and Negotiations Trainer of Stitt Feld Handy in Toronto, Mediation trainer and Lecturer of York University A.D.R program (Alternative Dispute Resolution in Toronto) Atkinson College (Toronto, Canada). Trainer and lecturer on elder/adult mediation, basic and advanced mediation, culture and conflict. Speaker on labor law and labor relations topics, including use of ADR to resolve employment disputes, in seminars and institutions sponsored by the American, Missouri and St. Louis bar associations; the American Arbitration Association; the Industrial Relations Research Association; various colleges; and by other continuing education organizations.

### **EDUCATION**

Mac Master University, Hamilton, Ontario - M.A Political Science

University of Windsor Faculty of Law - Dispute Resolution Diploma

University of Windsor Faculty of Law - Advanced Resolution Diploma

Certified as Arbitration Diploma - ADR Institute of Canada

Approved mediator for the Ministry of Attorney General for the province of Ontario, Canada and World Mediation Organization.

Member of the Virtual Courthouse Association

Alliance partner of the Virtual Courthouse in USA