

# CURRICULUM VITAE

for

Lawyer, IMI certified mediator and exam. psychotherapist  
Tina Monberg

Name: Tina Monberg

Born: 20th March 1961

Nationality: Danish

Language skills: Fluent in Danish, excellent in English, Swedish, Norwegian, basic in French and German.



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[www.reconnecting.life](http://www.reconnecting.life)  
[www.mediationcenter.dk](http://www.mediationcenter.dk)  
[www.tinamonberg.dk](http://www.tinamonberg.dk)  
[www.butterflyeffect.dk](http://www.butterflyeffect.dk)



**Membership  
of professional**

**bodies:** Danish Bar Association and International  
Mediation Institution, IMI – [www.imimmediation.org](http://www.imimmediation.org)

**Education:**

- 1980 High school diploma, Kildegård Gymnasium, Gentofte
- 1986 Masters degree in law from the University of Copenhagen
- 1990 Lawyer and High Court approval
- 2000 "Workshop in mediation", Harvard Law School team, Professor Frank Sander, lawyer Michael Lewis and lawyer Linda Singer
- 2001 "Workshop in Negotiation", Harvard Law School, Professor Robert H. Mnookin
- 2002 Certified user of psychological test tools as 16 PF and NEO PI-R
- 2003 Workshop and training with psychologist and PhD. Marshall Rosenberg, "Non-violent Communication"
- 2003 Workshop, Aalborg University, Institute for communication, Væksthuset, "Communication, conflict and mediation in Organizations", professor Leonard Hawes, University of Utah, professor Vibeke Vindeløv, Copenhagen University, professor and Joseph Folger, Temple University, Philadelphia
- 2003 Workshop in mediation, lawyer Alan Alhadeff
- 2003 Workshop, Professor Stephen Goldberg, North-western University, Chicago, "The lawyer's role in mediation"
- 2003 Workshop "Introduction to Appreciative Inquiry", lawyer and PhD. Mette Jacobsgaard,
- 2004 Workshop at the University of Agriculture, former leader of CEDR – lawyer David Richbell and mediator Joanna Kalowski, "Public participation in decision making"
- 2005 Four years education as a psychotherapist, Psychotherapeutic Institute, Copenhagen
- 2006 Workshop "Appreciative Inquiry", lawyer and PhD. Mette Jacobsgaard, Jane Watkins and Barbara Sloan, Taos Institute
- 2007 Workshop "Appreciative Inquiry in Coaching" Barbara Sloan, Taos Institute

- 2008 Austria – International Summer School on Mediation by Konfliktkultur
- 2009 Certification in FIRO B – an theory based on Dr. William Schutz theory - integral theory of team-building and management style
- 2009 Certification in Protreptisk coaching based on the theory of professor Ole Fogh Kirkeby, Copenhagen Business School.
- 2010 Certification in Enneagram. The enneagram is a proven system that describes nine different personality types
- 2010 Professor William Ury - Negotiation workshop in Edinburgh, Scotland
- 2011 Level 3 certification in cultural awareness – Spiral Dynamics by Dr. Don Beck, who has been working in South Africa with President Mandela to secure a peaceful transition after Apartheid.
- 2012 Folke Bernadotte Academy, Sweden, Facilitation of Dialogue Processes and Mediation Efforts

## EMPLOYMENT

For the duration of one year I was employed in the Ministry of Industry.

For the duration of eight years I had my own law company in Copenhagen with 12 employees. Specialized in commercial law.

I worked together with the Danish Bar and Law Society to implement mediation in Denmark. In the Danish Bar and Law Society I was responsible for making a seminar for app. 100 lawyers and judges to find out whether or not to implement mediation and ADR in commercial cases. This seminar was the beginning of mediation in Denmark and later on the founding of the association for lawyers working as mediators, called “Mediatoradvokater”.

For the duration of two years I was a member of the board for the association ”Mediatoradvokater” that is a part of the Danish Bar and Law Society.

In 2000 I established **mediationcenter**, which is one of the leading companies in Denmark, having specialized in ADR to the commercial sector and an education as a mediator and in mediation. Furthermore I have in mediationcenter developed a design for the prevention, handling and solution of conflicts, called “conflict management” that has been implemented in several major companies in Denmark.

I have lectured and written articles for the Copenhagen Institute for Futures Studies - [www.cifs.dk](http://www.cifs.dk) - regarding our future organizations on an international level.

In mediationcenter I have made workshops, education in mediation and I have mediated app. 300 organisational and commercial conflicts.

I have worked with huge organization designing and facilitating their leadership training.

## **INTERNATIONAL EXPERIENCE**

From 2006 to 2008 I lived in London to co-establish an international certification of mediation capacities. In this period I also together with a colleague made a peace project to ASHOKA. <http://www.changemakers.com/competition/entrepreneuring-peace/entries/pangaea-initiative-be-inspired-global-initiative-design>

In December 2009 I took the initiative and co-arranged the conference COP15 Mediators for 100 mediators from around the world - <http://cop15mediators.wordpress.com/> and co-founded Green Crystal – see [www.greencrystal.info](http://www.greencrystal.info) after a call from the Nobel Laureate Wangari Maathai.

In October 2010 I was the Moderator at the conference “The Role of Women in Global Security”, UN Security Council Resolution 1325 on Women, Peace and Security.

In Bhutan, January 2011, I co-development a policy and design of a Bhutanese Alternative Dispute Resolution (ADR) and co-training of 46 persons including High Court Judges and the Bhutanese Army.

## **EXPERIENCE AS MEDIATOR**

I have since year 2000 mediated in over 300 different conflicts. Both in-house disputes, organizational disputes and between business parties and have coached both staff and management.

I have implemented and worked with conflict management design in organisations like NCC Construction, Save the Children Denmark, Nycomed and LEO Pharma.

## **INITIATIVE TO CO-FOUND**

I am a co-founder of Mediators Beyond Borders - [www.mediatorsbeyondborders.org](http://www.mediatorsbeyondborders.org) and Green Crystal – [www.greencrystal.info](http://www.greencrystal.info) to secure peaceful conflict resolution across borders.

## EXPERIENCE AS A FACILITATOR AND TRAINER

Since 2000 I have held workshops, lectures and seminars in mediation and leadership for private companies and public associations. All together I have been teaching app. 10.000 people in Denmark and 500 people abroad. I have held workshops at the South Danish University education for Institute managers. In 2010 I together with a colleague trained 40 prison guards in mediation. I collaborate as a trainer with MATA, London and Danida, The Danish Foreign Ministry.

For the last six years I have held a number of 40-hour workshops in mediation, where I have trained app. 500 people as mediators. Mediationcenter a/s has obtained the international accreditation from International Mediation Institute – [www.imimmediation.org](http://www.imimmediation.org) - for being a top professional, provider and training organizations, that have developed programs to qualify mediators as IMI Certified.

## EXPERIENCE AS BOARDMEMBER

I have for a four years period served as a board member in the company Paranova Group that had a yearly turnover at app. 1 billion Danish kr. – [www.paranova.com](http://www.paranova.com)  
I have also been a board member in Association of Mediation Lawyers, Association FAIR, Folker A/S. I am a co-founder of Mediators Beyond Borders – MBB

## PUBLICATIONS

- June 2002** Author to the book "Two Winners – mediation as positive conflict resolution", Børsens Forlag – [www.borsensforlag.dk](http://www.borsensforlag.dk).
- Sept. 2002** "Create the flexible company with two winners conflict resolution" Network Copenhagen.
- January 2004** "It is not an either/or choice", Alternatives (CPR)
- February 2004** "The Future Law Company", The Danish Law and Bar Association Magazine, Advokaten
- June 2004** "How can I, as a HR manager intervene in a conflict without coming with the solution and act as a judge?" Human Consult
- August 2004** "Why use power and rights, when a conflict can be solved by using interest?" Thompson

- August 2004** ”How can conflict be solved at the future working place?” Helse på job
- August 2004** ”Is there a limit for the involvement of the employees?” Børsen
- June 2005** Author to the book ”The Toolbox of Conflicts”. Børsens Forlag
- July 2005** ”When the Culture will not merge” Børsen
- August 2006** Author to the book “Handling of Conflicts”. Børsens Forlag
- December 2007** "A FAIR future", Future Orientation, 6/2007
- December 2007** Author to the book “Handbook of Human Conflict Technology”. Paragon Publishing. See [www.handbook-of-human-conflict-technology.com](http://www.handbook-of-human-conflict-technology.com)
- August 2009** Co-author to the book "Common Ground", Arnold Busk,
- January 2010** Author to the booklet "The Summary" – The Butterfly Effect – an interest-based organisational design - – see [www.butterflyeffect.dk](http://www.butterflyeffect.dk)
- January 2011** Co-author to the book “The lawyer’s role as representing a party - - Mediation as an option”, DJØF
- March 2012** Co-publishing of article in British Red Cross magazine for Organisational Learning “The Butterfly Effect – Organisational Transformation”
- November 2012** Contributor to the book “EU Mediation Law and Practice”, Oxford University Press
- October 2013** Author to the book: “Den bedst tjenende virksomhed – vækst og bæredygtighed”, Gyldendal Business
- August 2014** Author to the book: “Serve to Profit, amazon.co.uk