

JANET P. SCHMIDT MEd MEDIATOR AND CONFLICT MANAGEMENT SPECIALIST

Managing differences, discovering solutions and building positive relationships



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Janet Schmidt (Founding Partner) has worked full time as a mediator for more than 20 years. Born of her mediation practice, she has developed numerous training courses for Resolution Skills Centre and Facilitated Solutions, including an intensive course on facilitating groups in conflict. Janet has extensive international experience in the field, having lived and worked in Africa from 1996 to 1999. Since returning to Canada, her focus has been exclusively on facilitating workplace disputes. Janet holds a Master of Education degree with a focus on organizational behaviour and psychology. Janet is the Manager of Client Services and a Founding Partner of FS.

PROFESSIONAL EXPERIENCE

Founding Partner and Client Services Manager, Facilitated Solutions, Winnipeg, MB. 2002-Present

Associate Trainer, Resolution Skills Centre and Mediation Services. 2008-Present

Appreciative Inquiry Facilitator, Mennonite Central Committee, Pan-continental. 2008-2009

Sessional Lecturer, University of Manitoba Post Graduate Program, Faculty of Education. 1994-2009

Sessional Lecturer, University of Winnipeg, Menno Simons College Conflict Resolution Studies. 1994-2009

Peace Education Coordinator, Mindolo Ecumenical Foundation, Kitwe, Zambia. 1996-1999.

Executive Director, Training Coordinator, Mediation Services, Winnipeg, MB. 1989-1996

Consultant and Office Manager, Salasan Associates, 1986-1989

COMMUNITY EXPERIENCE

Volunteer Mediator, Mediation Services Winnipeg, MB. 1999-present

Board Member, Network for Conflict Resolution. 2001-2004

Training Consultant, West Bank and Israel. 1995-1996

JANET SCHMIDT

INTERVENTION and TRAINING EXPERTISE

Intervention:

- Mediation of Interpersonal Workplace Disputes (*public, private, not-for-profit sectors*)
- Facilitation of Group Workplace Disputes (*public, private, not-for-profit sectors*)
- Court Diversion Victim/Offender Mediation and Conferencing and Post Plea Victim Offender Dialogue
- Mediation of Community Disputes (*e.g. neighbours, faith groups, community organizations, families, child protection*)
- Facilitation of Decision Making Processes (community consultations, change processes)

Course/Workshop Development and Instruction:

- Interpersonal Conflict Resolution
- Mediation Skills Level I and II
- Mediation Practice
- Mediation Skills for Leaders
- Leading Group Assessments and Intervention
- Coaching for Resolution
- Dealing With Anger
- Conflict and Culture
- Generations at Work
- Gender at Work
- Communication at Work
- Delivering Negative Feedback
- Appreciative Inquiry
- Building Consensus
- Board Dynamics
- Leading Meetings
- Building Respectful Workplaces
- Addressing Workplace Conflict

POST-SECONDARY EDUCATION

- 1987 Masters of Education (Organizational Leadership) University of Manitoba.
1985 Bachelor of Arts (Administrative Studies and Psychology) University of Winnipeg.

CONFERENCES

- 2009 Association for Conflict Resolution, Atlanta, GA
2007 Association for Conflict Resolution, Phoenix, AZ
2006 Interaction: Conflict Resolution Network, Winnipeg, MB
2005 Association for Conflict Resolution, Minneapolis, MN
2004 Interaction: Conflict Resolution Network, Kitchener, ON
2003 Association for Conflict Resolution, Orlando, FL
2002 Interaction: Conflict Resolution Network, Charlottetown, PEI
2001 International Association of Facilitators - Minneapolis, MN
2001 Association For Conflict Resolution, Toronto, CA
2000 Interaction: Conflict Resolution Network, Vancouver, BC
1999 Women in Conflict Situations in Africa, Lusaka, Zambia
1998 International Peace Research Assoc., Durban, South Africa

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CONTINUING EDUCATION

2009 Advanced Compassionate Listening
2008 Appreciative Inquiry
2004 Compassionate Listening
1998 Visualization in Participatory Processes Level 1 & 2
1996 Certificate In Conflict Resolution, Mediation Specialty
1995 Parent Teen Mediation
1994 Conflict Management and Resolution
1993 Total Quality Management
1992 Intervening in Church Conflict
1992 Multi-party Facilitation
1991 Adolescent Parent Conflict
1990 Bias Awareness
1990 Negotiation Skills
1989 Advanced Mediation Skills
1989 Training For Trainers
1989 Conflict Resolution in the Workplace
1985 Employee Assistance Referral Agents

MEMBERSHIPS AND ASSOCIATIONS

2004-present Member, Human Resource Management Association of Manitoba
2001-present Member, Association of Conflict Resolution
2004-2008 Member, Network for Conflict Resolution Canada
2001-2004 Board Member, Network for Conflict Resolution Canada

PUBLICATIONS

"The place of Confession in Restorative Justice", Confession, Vision: A Journal for Church and Theology (Fall, 2002)

"Gender and Anger", Conciliation Quarterly (Fall, 2000)

"Some proverbs and a story, Forgiveness: Stories of redemption and healing, Women's Concerns Report (Nov-Dec, 1999)

"Musings on 'Western' vs 'Urban', Conciliation Quarterly (Fall, 1998)

"3 C's of Decision Making", Mindolo World (Nov'98 – Sept'99)

"A Sense of Shame, A Sense of Guilt: Exploring Forms of Social Control", Restorative Reflections (Spring, 1996)

"Mediation and the Healing Journey Toward Forgiveness", Conciliation Quarterly (Summer, 1995)

"Saying Sorry: The Transformation Challenge" Restorative Reflections (Winter, 1995) with Betty Pries

"Victim Offender Healing - The Victim's Journey", Interaction (Spring, 1994)

"The Offenders Journey" - Interaction (Fall, 1994)

"The Perils and Possibilities of Multi-Party Dispute Resolution" Interaction (Summer, 1993)