

## JANET P. SCHMIDT MEd MEDIATOR AND CONFLICT MANAGEMENT SPECIALIST

Managing differences, discovering solutions and building positive relationships



Direct telephone: 204.663-4140  
Office telephone: 204.774.5389  
Email: [jschmidt@fscanada.org](mailto:jschmidt@fscanada.org)

**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

## **JANET SCHMIDT**

---

### **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)