

SANDY KOOP HARDER MBA, CMed **MEDIATOR AND CONFLICT MANAGEMENT SPECIALIST**

Helping people prevent, manage and resolve conflict



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Sandy Koop Harder has over 20 years of experience in mediation, training and ADR program development and administration. Previous to her partnership at Facilitated Solutions, Sandy managed the training programs at Resolution Skills Centre and provided mediation in victim/offender, family, community and workplace contexts at a community mediation centre. She also has international experience in the field, working with communities impacted by civil war in Bogota, Colombia and by sectarian conflicts in Belfast, Northern Ireland. Sandy is currently the Business Manager and a Partner at FS.

Sandy holds undergraduate degrees in theology, religious studies and conflict resolution studies. Sandy is a Chartered Mediator with the ADR Institute of Canada and holds a Masters of Business Administration in Executive Management.

PROFESSIONAL EXPERIENCE

Partner and Business Manager, Facilitated Solutions, Winnipeg, MB 2009 – Present

Associate Mediator and Executive Administrator, Facilitated Solutions, Winnipeg, MB 2006 – 2009

Training Coordinator, Resolution Skills Centre of Mediation Services, Winnipeg, MB 2007 – 2009

Trauma Counsellor and ADR Trainer/Practitioner, Belfast, Northern Ireland. 2005 – 2006

Caseworker, Mediator and Trainer, Mediation Services, Winnipeg, MB 1996 – 2000

COMMUNITY/VOLUNTEER LEADERSHIP EXPERIENCE

Governor, Canadian Mennonite University Board of Governors, 2014 – Present

Treasurer, ADR Institute of Manitoba, 2013 – Present

Steering Committee Chair, Hope Mennonite Church, 2002 – 2005 and 2013 – Present

Delegate Board Member, Mennonite Central Committee Canada, 2003 – 2005 and 2012 – Present

CONFLICT INTERVENTION and TRAINING EXPERTISE

Intervention

- Mediation of interpersonal workplace disputes (*public, private, not-for-profit sectors*)
 - Assessment and facilitation of team/group disputes (*public, private, not-for-profit sectors*)
 - Executive leadership coaching
 - Child and family mediation/support
 - Court diversion victim/offender mediation/conferencing and post plea victim/offender dialogue
- Mediation of community disputes (*neighbours, faith based and community organizations*)

Training Development, Coaching and Instruction

- Mediation Skills for Organizational Leaders
- Mediation Skills (Levels 1 and 2) for Organizational Consultants
- Trauma Awareness for Service Providers
- Impacts of Trauma on Faith Communities
- Victim Sensitivity and Advanced Practices in Victim/Offender Mediation

EDUCATIONAL AND PROFESSIONAL ACCOMPLISHMENTS

2017	Chartered Mediator (CMed), ADR Institute of Canada
2016	Masters of Business Administration (MBA in Executive Management), Royal Roads University
1996	Bachelor of Arts (Conflict Resolution Studies and Religious Studies), University of Winnipeg
1994	Bachelor of Theology (Music minor) Canadian Mennonite University

PROFESSIONAL AND COMMUNITY MEMBERSHIPS

2013 – Present	Alternative Dispute Resolution Institute of Manitoba, Founding Board Member
2012 – Present	Canadian Institute of Management, Manitoba Chapter, Member
2008 – Present	Human Resource Management Association of Manitoba, Member
2008 – Present	Association for Conflict Resolution, Member
2006 – Present	Mennonite Festival Chorus, Winnipeg, MB, First Soprano
2005 – 2006	Belfast Philharmonic Choir, Belfast, NI, First Soprano
2002 – 2005	Mennonite Festival Chorus, Winnipeg, MB, First Soprano
1999 – 2000	Elizabeth Fry Society of Manitoba, Winnipeg, MB, Member
1997 – Present	Mediation Services: A Community Resource for Conflict Resolution, Member

OTHER VOLUNTEER EXPERIENCE

2006 – 2013	Volunteer Mediator, Mediation Services, Winnipeg, MB
2005 – 2006	Youth Strategy Convenor, Fortwilliam Park Presbytery, Belfast, NI
2005 – 2006	Parent Volunteer, Currie Primary School, Belfast, NI
2005 – 2006	Coordinator, HomeStart, Belfast, NI
1998 – 2000	Volunteer Witness, Aboriginal Ganootamaage Justice Services of Winnipeg, Winnipeg, MB
1997 – 2000	Volunteer Visitor, Open Circle Prison Visitation Program, Winnipeg, MB
1999 – 2000	Board Member, Elizabeth Fry Society, Winnipeg, MB
1996 – 1999	Volunteer Peer Mentor, Community Ministries with Ex-Offenders, Winnipeg, MB
1995	Volunteer Peace Development Worker, JustaPaz, Bogotá, Colombia
1995	Volunteer Advocate, Colectivo Para Objecion de la Conscientia, Bogotá, Colombia