Mediation Case Study

The Architectural Creation Partnership
Johan/Joanne Glasscrete and Charles/Cherie Mackintosh

© Core Solutions Group Limited 2020

Mediation Case Study

The Architectural Creation Partnership
Johan/Joanne Glasscrete and Charles/Cherie Mackintosh

General Instructions

Johan is aged 58 and is the senior partner of The Architectural Creation Partnership, a firm which he acquired following the untimely and tragic death of his two former talented partners in a car accident. Charles is a young, dynamic, ambitious architect who was assumed by Johan as a partner in the firm 3 years ago, shortly after the accident.

The firm is being moderately successful. Johan is assuming very much a "senior partner" role. This involves being out of the office a lot and much corporate entertainment. He takes little to do with the day to day running of the office.

Charles is extremely able and is working very hard doing client work and ensuring that the office runs smoothly on the ground. He has made various proposals to Johan about the IT systems in the business. He would like the firm to acquire a state of the art CADCAM system which would save vast amounts of time on the type of work being handled by Charles. Johan is blocking the proposal that the new software should be bought.

Johan assumed Charles as a partner initially with 17.5% share of the profits – which seemed not too bad to Charles when the deal was done - but has refused to entertain discussions with Charles to adjust this.

Johan has meetings with the firm's accountants without Charles present. This is causing concern to Charles. Charles is also concerned about his profit share and the management issues and is upset by the extent to which Johan is blocking progress of the firm. Charles is finding it increasingly difficult to communicate with Johan about what is going on – even on those occasions when he is in the office.

Charles is now determined to have a show-down with Johan. Johan has been reluctant to come to a meeting but has agreed that he will sit down with Charles and that the mediator should attend to facilitate the discussion.

© Core Solutions Group Limited 2020