



2018 Summer School: Using Mediation Skills as a Leader

Course Participant Biographies



John Gribben, Director of Employment Services, Colleges Scotland

John Gribben is the Director of Employment Services for the Colleges Scotland's Employers' Association, which is responsible for all aspects of the reintroduction of National Bargaining to the college sector. John took up this post in January 2015. The development of the Employers' Association is in recognition of the scale and scope of the activity associated to National Bargaining, and its impact on the sector as we seek to develop a Workforce for the Future. Previously, John has held various HR management roles in both the public and private sectors across the UK and has also ran his own HR consultancy business. John is a Chartered Member of the Chartered Institute of Personnel and Development (CIPD) and is currently a board member of Ayrshire Hospice.



Louise Haggerty, HR Consultant, Eday Consulting Ltd

Louise is a senior HR professional with experience in various sectors. Over her career Louise has held senior positions in Royal Bank of Scotland, National Australia Bank, Roche Pharmaceuticals and Digital Equipment Ltd. Her most recent role was as Interim HR Director for Police Scotland. Louise's roles have focused heavily on leading major business transformation and enabling cultural change in large organisations. Since leaving full time employment Louise has focused on Non Exec work and currently sits on the Boards of two charities.



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Miriam Kennedy, Business and Mediation Manager, Core

Miriam joined Core in 2014 after graduating from the University of Edinburgh with an LLB (Hons), during which she took a specific interest in commercial mediation in Scotland. Her role has grown considerably in the intervening years and she now is now the Business and Mediation Manager. Working closely with Core's Founder, Miriam holds responsibility for business operations, ensuring the effective management and administration of mediations and training courses (including this course!) and assisting in the development of Core's strategic vision.



Joanna Morris, Associate Solicitor

Joanna Morris is 35 years old from Fife and lives with her husband on the family farm in Caithness. She is a litigation solicitor (5.5 years PQE) who advises on a range of contentious issues within the fields of family law, debt recovery, agricultural law, regulatory crime, insolvency and general dispute resolution. She has experience in the sheriff court, land court and court of session. As of June 2018, she has taken a career break due to the pressures of having three young children and selling the farm. Previous to this, she worked at BBM Solicitors in Edinburgh and Wick for six years. Outside work and looking after the children, she enjoys helping with the farm and has her own herd of Wagyu cattle. She also enjoys horses.



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Jim Smith, Managing Director, Generation, SSE

After graduating in 1983 from Strathclyde University in Mechanical Engineering, Jim spent five years in power plant and automotive turbomachinery design. Jim joined SSE and its predecessors in 1988. During this time Jim has been involved in large scale power generation project development and construction projects across a range of technologies. He also spent time as Engineering Manager for Hydro Operations and Station Manager at Peterhead gas fired power station. In 2012 Jim was appointed Managing Director, Renewables, responsible for the development and construction of wind power projects on and offshore. In 2014 Jim became Managing Director of Energy Portfolio Management, covering Energy Trading, Risk Management and the upstream E&P business, before moving in March 2016 to his current position as Managing Director, Generation responsible for the groups generation and gas storage assets.