



2018 Summer School: Using Mediation Skills as a Leader

Course Participant Biographies



Carol Cooke, Mediator, Core and Family Mediation West of Scotland

Carol is a qualified solicitor of more than 25 years standing, working in many areas of legal practice including: Employment, Civil Litigation, Property Disputes, Matrimonial and Family Law; and chamber practice. She trained as a Mediator with Core in 2009 and has participated in a number of mediations as a member of Core's panel of mediators. She is a Registered Relationships Scotland family mediator, working with Family Mediation West of Scotland since January 2014, mediating sensitive and often highly conflictual issues surrounding family breakdown.



Angela Grahame QC, Vice Dean of the Faculty of Advocates

Angela Grahame is a single mum, practising QC, Fellow of the Institute of Chartered Arbitrators and Vice Dean of the Faculty of Advocates. She looks better in this photo than she ever does in real life. She has been in practice since 1995 and specialises in personal injury, catastrophic claims and clinical negligence.

She recently developed an interest in arbitration and mediation. Having now passed her Fellowship exam, she is turning her attention to Mediation and is very enthusiastic about this Course.



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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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Paul Johnston, Director General Education, Communities & Justice, Scottish Government

Paul is Director General for Education, Communities and Justice in the Scottish Government. He was previously Director General Learning and Justice (from June 2015) before a restructure (in July 2017) expanded his portfolio to cover responsibility for housing, local government, the education and advanced learning of the people of Scotland as well as the safety and justice system of the country's communities. Paul is part of the SG's senior leadership team – known as the Executive team – and since June 2016 has been the ET ally for the Race Equality Network. In this role, he seeks to provide support and advice to the Race Equality Network and its members. He also seeks to ensure that there is alignment between the overall priorities of the SG in terms of diversity and the priorities that are set by the Race Equality Network.

Paul is a qualified lawyer and joined the Scottish Government Legal Directorate in May 2000. He was appointed to the Senior Civil Service in October 2007, carrying out a number of roles before being appointed to Director level as Head of the Advocate General's Office in April 2011. He was Director for Safer Communities from January 2013 to June 2015, with responsibility for Police, Fire, Resilience, Defence, Security, Drugs Policy and Community Safety.



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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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.



Robbie Kernahan, Head of National Operations, Scottish Natural Heritage

Robbie Kernahan lives and works in Inverness. He has a background in ecology. He has worked previously as a consultant and as Director of the Deer Commission for Scotland before taking up his current role as Head of National Operations with Scottish Natural Heritage, the Government advisors on Nature. Working closely with the Scottish Government on a wide range of wildlife and land management issues, a key theme throughout his work has been the need to deliver multiple benefits from land, establish a more integrated approach to land management and improve the links and understanding between people and Scotland's natural capital.



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Beth-Anne Logan, Board Member, Children's Hearings Scotland

Beth-Anne is a non-executive director of Children's Hearings Scotland and is the youngest person ever appointed to a non-departmental public body. Beth-Anne is also a board member for the secure care strategic review, a pathways and standards workstream member who plays a pivotal role in the current development of Secure Care National Standards and chair of the STARR Board workstream. Beth-Anne is also the co-chair of "The best place in the world" workstream at the Independent Care Review. In her spare time, she can be found in a field with her dog Willow!



Fiona McLean, Vice Chair, University of the Highlands and Islands

Fiona McLean is the Vice Chair of the University of the Highlands and Islands, and a Non Executive Director with Historic Environment Scotland and with the Crown Office and Procurator Fiscal Service. Formerly a Professor of Heritage Management, Fiona took a career break, and having discovered a particular expertise as a board member, is now developing a non executive portfolio.



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Rosemary Scrimgeour, Creative Director, Ben Scrimgeour Building Workshop Ltd

Rosemary is 33 and lives in rural Angus with husband Ben and two children aged 3 and 5. She grew up on a farm in the Angus glens before studying at the University of Bath, graduating in 2007 with MA Interpreting & Translating. Together with her husband Ben, Rosemary set up award winning architecture practice Building Workshop in 2009. They work mainly on rural projects in Angus, Perthshire and Fife. Recent projects include Guardswell Farm and RIAS Award winning Humpty House. Rosemary's passions include family, food, travel, the countryside and design.



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.



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Neil Stewart, Chair of Board of Management, Inverness College UHI

Neil Stewart lives in Inverness and works for NHS Highland as the Head of Procurement and Logistics. He joined the Board of Inverness College UHI in 2014, and has served as the Chair of the Board since January 2016. He is also a member of the university's Further Education Regional Board and was appointed to the University Court in August 2017. Neil is a Fellow of the Royal Society of Arts and a qualified member of the Chartered Institute of Procurement and Supply. In his spare time, Neil enjoys gardening and walks with his dog Flora.