

VIAC – Questionnaire for Mediators

1. **Name:** Theodor Brinek, MA

2. **Nationality:** Canadian (naturalized in 1976)

3. **Contact information**

Address: Canisiusgasse 20/Top 20, 1090 Vienna (Practice)

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E-Mail: office@coach-mediator.com

Website: www.coach-mediator.com

LinkedIn:

4. **Education and professional experience (original profession; where did you study?):**

Please add your CV!

Hotel School, Vienna

“Effective Leadership and Problem Solving”, “Business Communication”, Ryerson, Toronto, Canada

Master of Arts “Mediation & Dispute Resolution”, Vienna, ARGE Bildungsmanagement Vienna

Details please see CV attached

5. **Core area of current professional activity:**

Mediator, Coach, Business Consultant and Counsellor, Constellations Facilitator

6. **Accreditation in the field of ADR (including relevant trainings and connected qualifications):**

MA “Mediation and Dispute Resolution”

7. **Practical experience in mediation**

- How many (international) mediations have you participated in
 - as single/co-mediator/in a team?
 - administered by an institution; under which Rules?
 - in which areas/fields?
 - how complex (*please provide examples, participation of lawyers/experts*)?

I have not participated in any international mediations in the classical understanding, i.e. in the sense of dispute settlements between conflicting parties. I did however act as mediator/negotiator and consultant as described in the following paragraph.

I have mediated some 60 cases in the classical sense, most of them in Austria.

- How often have you acted in a different function (e.g. consultant, expert)?

As consultant and expert, I acted over a period of nearly 20 years on behalf of commercial enterprises and public institutions and mediated between the different interests across the globe. This concerned cross-border financing and project developments, including major turnkey projects, usually involving international general contractors, commercial and public financing sources.

- What other ADR-experience do you have?

Next to commercial and business related cases for national and international corporations, including family enterprises, I have also mediated very personal disputes between private parties where much attention had to be given to the psychological background and profile of the parties involved.

8. Languages (including levels)

Mother tongue: German

Working languages (i.e. languages in which you have both a spoken and written command so that you may conduct mediation proceedings in this language):

German and English fluently

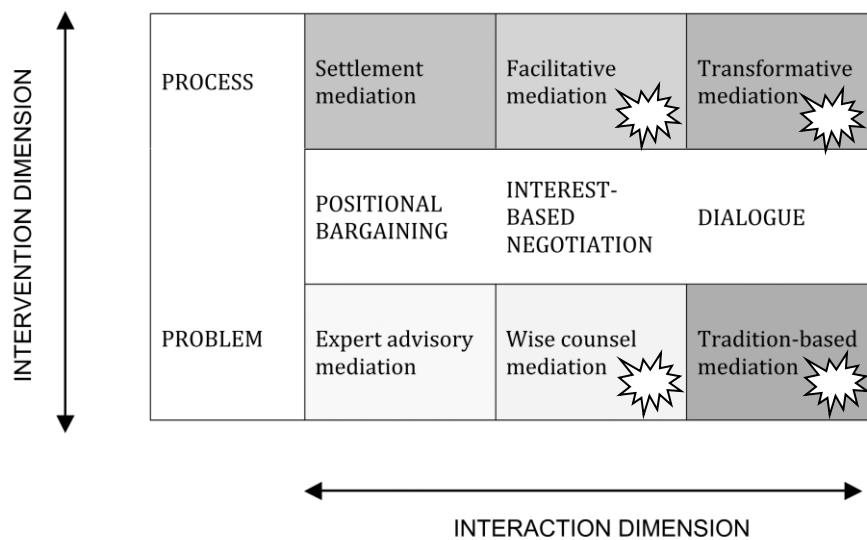
Basic knowledge:

I have reasonable knowledge of French

Basic knowledge (in decreasing order of competence) of Spanish, Italian and Portuguese (Brasil)

9. Style of mediation

Where do you see yourself? Please tick box as appropriate or indicate your preferred style.



© Alexander, Nadja (2011) "The Mediation Meta-Model - the realities of mediation practice," *ADR Bulletin*: Vol. 12: No. 6, Article 5. Available at: <http://epublications.bond.edu.au/adr/vol12/iss6/5>; see also here for a detailed description of the 6 mediation styles.

9. Please describe aspects of your personality which could be interesting to clients you are going to mediate; what would former clients emphasize in your work?

Seniority, I am able to gain trust rather quickly from all parties/participants, I have a sense of humor and use it

10. Publications and other activities in ADR related matters (e.g. training sessions, seminars, conferences, articles and others):

Publications please refer to enclosed list.

Seminars

- Conflict management at the workplace
- Mediation for everyday use
- Methods of systemic constellations - tools in the service of mediation
- Methods of systemic constellations – complementary management tools

Conferences

- Presentation on the subject of Mediation by invitation of Deutscher Anwaltverein to the conference of Europäischer Handels- und Gesellschaftsrechtstag, Germany, France, Austria and Switzerland, "Legal aspects concerning family enterprises", Munich 2015.

11. Memberships in mediation institutions / functions in mediation institutions/organizations:

- **öbm Österreichischer Bundesverband für Mediation** (Austrian Federal Society for Mediation)
- **Experts Group Wirtschaftsmediation** (Experts Group Business Mediation)

12. Special expertise or specializations (please list a maximum of three) in your ADR-practice:

- Systemic training
- Practical experience in dealing with different business cultures (i.e. Asian, Latin American, North America, various European, ...)

13. Soft Skills (e.g. intercultural competences):

- Intercultural competence
- Empathy
- Patience
- Broad range of life experiences and some knowledge different business practices and legal systems

14. How do you ensure your professional quality (e.g. coaching, practice supervision, etc)?

- Continuing training by attending several seminars every year
- Regular exchange with professional colleagues

15. Date of birth: 31 July 1948

I have completed this questionnaire to the above to the best of my knowledge and believe it is accurate. I understand that the above information will be used for VIAC's internal use and may be given to interested persons or may be published on VIAC's website.

Date and signature

CURRICULUM VITAE



I. Personal Data:

Name	Theodor Brinek M.A.
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Telephone	+43-650-7400516
E-Mail	office@coach-mediator.com
Web	www.coach-mediator.com
Place of Birth	St. Pölten, Austria
Date of Birth	31 July 1948
Nationality	Kanada (since 1976)

II. Education

1958 – 1964	High-School (Jesuit College Kalksburg-Vienna)
1964 – 1967	Hotelschool Vienna
1971 und 1972	„Effective Leadership and Problem Solving“ und „Business Communication“ at Ryerson Polytechnical Institute in Toronto, Canada
2002 – 2003	Systemic Family and Business Constellations
2006 – 2007	„Mediation & Dispute Resolution“ – Diploma
2007 – 2008	MA „Mediation & Dispute Resolution“
2008	Business Consultant and Counsellor (License from Austrian Chamber of Commerce)

III. Languages

German and English fluent, special knowledge of
Business and Legal Language
French
Spanisch limited conversation and reading
Italienisch und Portugiesisch – Basic

IV. Professional History

Independent activities in ...

Toronto

1973 Founder of a consulting company specializing in the hotel- and tourism industries with Canada's first and only industry-specific personnel recruitment company.

1974 sold my 50% interests in the consulting firm

1974-1983 Independent investor and investment broker (mainly in properties and commodities)

Project financing, Venture capital, acquisitions

Zürich

1983 - 1988 opened additional office in Zürich

1985 Closed office in Toronto

Financial consultant on development and financing of turnkey projects incl. negotiations with international general contractors, supplier's credit and credit risk insurers

London

1988 – 1992 Same activities as in Switzerland and Canada

Austria

1992 Move to Vienna
Project financing and development

Since 2002 Independent Coach

Since 2007 Mediator, Coach, Constellations Facilitator, Business Consultant and Counsellor own practice in Vienna

Since 2013 Anerkannter Systemaufsteller (DGfS) der Deutschen Gesellschaft für Systemaufstellungen

Employment

1967 to 1970 Employment with hotels and restaurants in Guernsey, Austria, Spain, Switzerland and Germany

1970 *Emigration to Canada*

1970 bis 1973 Food & Beverage Controller and Purchasing Agent at (5*) Constellation Hotel, Toronto.

Manager of Grand Hosts Catering Ltd

Assistant Manager at Guild Inn (4* Hotel) in Toronto with main responsibility for the F&B Department

1971/72/73 *Secondary professional activity as lector (hotel subjects) at Ryerson Polytechnical Institute (today Ryerson University) and Centennial College, both in Toronto.*

V. Publications

„Nationalitätenübergreifende Mediation in Malta“ in Mediation – Instrument der Konfliktregelung und Dienstleitung (2008) Mehta, G., Rückert, K. (Hg)

„Kreatives Konfliktmanagement im Gesundheits- und Krankenpflegebereich“ (2010), Springer-Verlag/Wien

„Familienunternehmen und Mobbing“ (2008) in Mediation and Law (Moskau)

„52 anni di mediazione interculturale“, (2009), Direzione del personale, Mailand

„Interkulturelles Konfliktmanagement im Pflegebereich“, (2010), Prodos Verlag, BRD-Brake

„Burn-out: Na und!“, (2011), personal manager, Mannheim

„Burn-out, e allora?“, (2011), Direzione del personale, Mailand

„Systemische Aufstellung im Dienste der Mediation“ (2012) Wirtschaftsmediation zum Nachlesen WKO

„Rosenkrieg aufgestellt“ (2014) mediation aktuell, Magazin des Österreichischen Bundesverbands für Mediation

„Ein Spiegelei lässt sich nicht in ein rohes Ei zurückverwandeln“ - Systemaufstellung als Interventionsmethode in der Mediation (2015) praxis der systemaufstellung, Fachzeitschrift der DGfS Deutschen Gesellschaft für Systemaufstellungen

VI. Memberships

ÖBM Österreichischer Bundesverband für Mediation

Experts Group Wirtschaftsmediation (Experts Group Business Mediation)

Deutschen Gesellschaft für Systemaufstellungen DGfS (German Association for Systemic Constellations DGfS)

Altkalksburger Vereinigung AKV (Alumni Club)

Ambassador Club Wien-Astoria

Austrian-Canadian Society

Theo Brinek, Publications

June 2016

„**Nationalitätenübergreifende Mediation in Malta**“ in Mediation – Instrument der Konfliktregelung und Dienstleitung (2008) Mehta, G., Rückert, K. (Hg)

„**Familienunternehmen und Mobbing**“ (2008) in Mediation and Law (Moskau)

„**52 anni di mediazione interculturale**“, (2009), Direzione del personale, Mailand

„**Intercultural Mediation**“ (2009) Malta

„**Kreatives Konfliktmanagement im gesundheits- und Krankenpflegebereich**“ (2010), Springer-Verlag/Wien

„**Das Etwas, das dem Dasein Sinn verleiht**“ (2010) Wirtschaftsblatt, Österreich

„**Interkulturelles Konfliktmanagement im Pflegebereich**“, (2010), Prodos Verlag, BRD Brake

„**Managementkonzepte helfen Burnout zu vermeiden**“, (2010) Wirtschaftsblatt und (2011), personal manager, Mannheim

„**Burn-out: Na und!**“, (2011), personal manager, Mannheim

„**Burn-out, e allora?**“, (2011), Direzione del personale, Mailand

„**Systemische Aufstellung im Dienste der Mediation**“ (2012) Wirtschaftsmediation zum Nachlesen - Handbuch der ExpertsGroup Wirtschaftsmediation

„**Rosenkrieg aufgestellt**“ (2014) mediation aktuel, Magazin des Österreichischen Bundesverbands für Mediation

„**Ein Spiegelei lässt sich nicht in ein rohes Ei zurückverwandeln**“ - Systemaufstellung als Interventionsmethode in der Mediation (2015) praxis der systemaufstellung, Fachzeitschrift der DGfS Deutschen Gesellschaft für Systemaufstellungen