

Manon Schonewille is a very experienced Internationally recognised Business Mediator from The Netherlands. Well regarded among peers, lawyers, and clients alike. Acting since 1996 on a range of disputes from commercial to work-place related matters, in particularly also in cross-border and intercultural settings. She is founding partner at The Academy of Legal Mediation and Negotiation in Rotterdam the Netherlands. and co-founder of Mundi Mediatorees.

Manon is specialised in contract law disputes, business issues, employment disputes, and collaboration issues, including processes involving parties from several countries or cultures. Through her legal background combined with experience as a business owner and an international marketing manager, she can work with and understand the perspective of both the legal counsel and the business side.

In the Who is Who Legal she is recommended as *“a serious name in the industry”* and *“a source of innovative thoughts, which she utilizes in commercial disputes.”*

Mediation approach

- She uses a proactive and varied style of mediation that is adapted to the party's needs.
- Manon generally 'mediates the process' first and starts the mediation with pre-mediation meetings with each party.
- During the mediation she pro-actively manages the process and uses a varied approach regarding the substantive issues, depending on the topics, the dispute and needs of the parties involved.
- She has superior communication skills, can listen deeply and quickly establishes a trust-based working relationship with the participants. She uses her creative mediation style to guide participants to find new solutions and reach a sustainable negotiated outcome. See UDPM attached.

Manon conducts mediations and negotiations in Dutch, English, and German. Besides this she has a basic working knowledge of French.

Mediation education

Manon has received broad international education as mediator and negotiator.

- She successfully absolved the 'Harvard negotiation' and 'Advanced Harvard negotiation, difficult conversations' courses of Harvard Law school (Boston, USA 2000).
- Manon has been educated and certified as a mediator by IMI, CEDR (London, UK 1997), and the Academy of Legal Mediation and Negotiation (Rotterdam).
- She is also NCRC/SDMC Credentialed Mediator and received training and practical experience as a commercial mediator in the United States (San Diego, USA 1998) and 'Wirtschaftsmidiation' (Business Mediation), Institute for Interdisciplinary R&D of the Universities of Innsbruck, Klagenfurt and Vienna (Klagenfurt, Austria 1996).

M.A. Schonewille | Manon



- Full-time Mediation & Negotiation professional
- Master of Law (NL)
- MfN register Mediator
- IMI Certified Mediator
- IMI Certified Mediation Advisor
- Partner in The Academy of Legal Mediation and Negotiation
- Co-Founder of Mundi Mediatorees
- Selected and recommended in Who's Who Legal in Mediation 2014-2023
- Selected as member of the Global Mediation Panel for five UN organisations
- Mediator for cases of the Enterprise Chamber of the Amsterdam Court of Appeal
- Signatory of the [Mediators Green Pledge](#)
- Endorser of the Universal Disclosure Protocol for Mediation ([UDPM](#))

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Mediation case examples

Manon has conducted mediations and negotiations for companies, commercial parties, NGO's, individuals and counsels from a variety of countries. Examples:

- Mediation in a multi-stakeholder franchisor-franchisee dispute regarding collaboration agreements, marketing and internal accounting methods.
- Conflict analysis and mediation in a claims dispute regarding the termination of a joint venture.
- Mediations in (international) collaboration issues. E.g. between several teams of a Swedish head quarter and teams of a German subsidiary. American and Australian colleagues in a multi-disciplinary project team; the European head office and an employee of a middle-east subsidiary of a bio-tech multinational, Greek consultants and legal advisors regarding collaboration; as well as between marketing co-workers of French and Belgium subsidiaries and the German head office of an organisation in the fast moving consumer goods.
- Mediation and deal mending facilitation regarding collaboration issues between 5 partners in a medical partnership.
- Cross-border deal facilitation for the selling and, respectively, buying of a European organization.
- Mediator in ending collaboration between founders of start-ups, e.g. high-tech and food.
- Mediator in cases between competitors and joint venture partners.

Deal-Mediation and Deal-Making case examples

- Deal-making between West-European and mediterranean organisations
- Deal facilitator for a collaboration between European and American NGO's in B2B services
- Negotiator in trademark and competition issues disputes.
- Deal facilitator in an IP dispute (product name, marketing claims and mark-up of products) between a German and an American company in the fast moving consumer goods.

Conferences, publications and other professional activities

Manon Schoneville is a frequently asked speaker. She is the author of several reference books on mediation, deal facilitation and negotiation, and regularly publishes articles in professional journals.

- Director of the International Mediation Institute, IMI (2023-24).
- Guest lecturer at several universities including Vlerick Business School (Belgium), Groningen University (NL) and European Business School (GER)
- Adjunct Professor at Utrecht University, having developed and taught the Business Mediation, Mediation Advocacy and conflict management course as part of the interfaculty Minor in Mediation (2008-2013).
- Member, Independent Standards Commission of the International Mediation Institute (IMI) (2008-2024).
- Chair of the IMI Mediation Advocacy Task Force (since 2014).
- Past Co-Chair International Committee of the Dispute Resolution Section of the American Bar Association (2009-2012).
- Trainer and teacher for mediators, lawyers, teaching lawyers and executives in mediation and negotiation skills around the world.



The added value of a proactive specialized business mediator

A business mediator uses a varied and pro-active approach and supports the parties both at a relationship, procedural and substantive level.

On the parties' request, the mediator can support them to introduce a legal assessment, mediator proposal or expert opinion in the mediation. Information to understand how similar issues may have been successfully solved in comparable mediations or other ADR processes can also be applied.

The quality of communications, substantive and legal aspects of the case, as well as the personal and commercial interests of the parties play an equally important role in a mediation process.

Proactive, solution-focused, facilitative and evaluative approaches can all be used and combined depending on the circumstances and the parties' needs. When applicable the mediator will also consult with them whether using co-mediators with different backgrounds or approaches to mediation is an option to help them move further.

