



**Marianne Schoenig**  
Mediator

Marianne Schoenig is an accredited Workplace Mediator and Civil & Commercial Mediator. She is recognised by clients and colleagues for her empathy and insight, and results achieved through helping people to draw on their own resourcefulness to unpack issues, feelings and needs, and to devise creative new solutions.

**Mediation Training**

Marianne trained at London School of Mediation (Civil & Commercial Mediator Accreditation) and ADR-ODR International (Accredited Workplace Mediator).

**Mediation Experience**

Marianne had considerable experience of mediating in the commercial sector and non-profit sector – as an integral part of her leadership roles - before formally training as a Civil & Commercial mediator in February 2017, and as a Workplace Mediator in May 2018. Examples included mediating for managing directors in budgetary disputes, and for international teams in conflict. Marianne’s professional background is negotiation as she was a procurement leader for 20 years.

Since earning her formal mediator accreditation, Marianne has successfully concluded (on the day) all of her workplace mediations, the majority of which involved senior managers or directors and their direct reports who were in long-term conflict. Her client list includes the NHS. Marianne has also concluded community mediations, on a pro bono basis, also with all settling on the day.

**Mediation Style**

Marianne earns and builds trust quickly, and respectfully tunes into mediation participants’ worldview and values and beliefs, as far as these show up in the mediation process. She recognises and acts on the principle that there are almost always complexities ‘below the surface’ to unpack (provided people are willing and ready), as the means by which participants can identify mutually acceptable options they wouldn’t have otherwise thought of. Marianne is very comfortable with emotions (as they boost the authenticity and credibility of participants in each other’s eyes, and help each to check the ecology of their own position) - prioritising people’s emotional (and physical) safety at all times. Marianne brings her coaching expertise into her mediating – including gently testing assumptions, and identifying common ground for participants to build on. She combines her sensitivity with driving a structured process so that clients and participants can achieve real value.

**Client Comments**

‘Marianne, it was lovely to meet you on Friday and thank you for your support. I have received feedback from both parties, both of whom found the day to be extremely successful.’

- *Senior executive who commissioned mediation, large public sector organisation*

‘Thank-you for everything. I am so glad we took the mediation route. I feel so much lighter!’

- *Senior Manager, mediation participant, very large organisation*

'Well done – this has been such a valuable process. We really need mediation to become standard practice across this organisation.'

- *Union Representative, present in mediation, major organisation*

'I have co mediated with Marianne in a complex workplace mediation in the NHS. I would like to recommend her coaching skills and dedication. I will definitely work with Marianne in the future.'

- *Alexandra McAdam Clark MPhil (LSE), Mediator, McAdam Mediation*

'I have never before seen anyone apply coaching techniques to help people's resourcefulness in mediation in the powerful way you have today, Marianne. I'm learning so much from you.'

- *Distinguished author and co-mediator*

## Professional Background

A Business Studies graduate (with Honours) with a Member of Chartered Institute of Procurement & Supply (MCIPS) Diploma, Marianne served for 20 yrs in procurement & inclusion leadership roles.

These roles included initiating and collaboratively building Accenture's Global Supplier Inclusion & Diversity capability, which comprised steering teams across the world, and concurrently serving as a co-founding director of WEConnect International, a global non-profit corporate membership organisation committed to supporting women business owners to compete on an equal footing with businesses owned by men. Marianne was recognised by The International Alliance of Women via their World of Difference award, in recognition of her support of improved livelihood prospects for women waste pickers in India. She made two films to attract more support for the women.

Marianne has also served in an advisory capacity with organisations promoting a stronger, more inclusive entrepreneurial ecosystems such as Trade+Impact, a non-profit focused on Africa and the Middle East, and The Economic Blueprint. Marianne is also a qualified Coach and NLP Practitioner.

Marianne founded her own mediation, coaching & consulting practice, Blueintogreen Limited. She is contactable on [marianne@blueintogreen.com](mailto:marianne@blueintogreen.com) or (+44) 07799 657840.

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