

# Andrew Sims

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## About Andrew Sims

Andrew is a trained and experienced independent Mediator in full time practice. He specializes in mediating sensitive and complex cases.

He is an expert in improving communication, creating understanding and brokering agreement between people in conflict, or where relationships are under strain, or have broken down.

Andrew regularly practices in the fields of family, commercial, workplace / employment and community mediation. He also has experience in planning mediation and peer (youth) mediation.

He has a business background and is highly skilled in commercial negotiation and relationship building.

Andrew's professional background is in construction – in project management, commercial management and client relationship management.

His 23 years industry experience have given him a unique insight into handling disputes of all kinds, both in the UK and abroad.

He has traveled extensively on business throughout the world and is comfortable working in different cultures.

He has mediated disputes in the construction; property; healthcare; education; shipping; tenant / landlord and entertainment sectors.

Andrew has recently been appointed member of the Government (DCLG) Planning Mediation Services Panel.

In the field of Family Mediation, Andrew deals with the consequences of relationship breakdown within the family. His main focus is on helping separating or divorcing couples reach agreement about the future with regards to their children, housing and finances. He also mediates disputes arising from Wills and Probate and has mediated conflicts arising from the placement of children in foster care.

Andrew also mediates family business disputes and inheritance disputes.

He is an Approved Mediator with the College of Mediators, a member of the Civil Mediation Council and an affiliate member of Resolution.

Andrew has a degree in Social Psychology from the University of Kent (1986) and an MBA, with distinction, from the University of Hull (1998).

## **Career 2010 – Present: Independent Mediator**

Andrew is Principal of Sims Mediation [www.simsmediation.com](http://www.simsmediation.com)

He is a Principal Family Mediator with Mediating Futures, ([www.mediatingfutures.com](http://www.mediatingfutures.com)), a family mediation practice based in London.

Andrew is an Associate with Lorraine Bramwell Associates, a national mediation and dispute resolution service, [www.bestwayforward.com](http://www.bestwayforward.com)

He also regularly co-mediate with Wells Family Mediation, a child-centred mediation practice based in Kent.

Andrew is a volunteer and Trustee with Southwark Mediation Centre.

He has also mediated family cases with Wandsworth Mediation Service.

Andrew is a Coach with Talking Works in Schools (Peer Mediation).

## **Andrew's background**

A construction professional with a degree in Social Psychology, Andrew has a distinctive combination of broad commercial experience and an acute understanding of human behaviour.

He has considerable experience working at the interface between commercial and operational disciplines, gained in a variety of senior positions working as a main contractor, supplier and consultant. He understands the mindset of business owners.

A common thread running through Andrew's career is that of 'collaborative practice' – whether through the introduction of a partnering ethos to a medium sized business; the use of web-based technology to encourage project collaboration on large and complex projects, or the use of construction systems to promote greater teamwork – all have involved getting people to work together more effectively.

From 1987–1999, Andrew worked at the front line on construction sites and later, at board level, with a regional building and civil engineering contractor. Following a spell as a freelance consultant in 2000, Andrew was recruited by the Israeli start-up company, iScraper as Director of Client Services. The company pioneered the use of web-based technology to manage construction projects.

As Commercial Director with Outinord SA (2002–2008), a French construction systems supplier who's clients are primarily Developers & House-builders, Andrew was responsible for resolving site-based disputes, settling final accounts and negotiating joint venture agreements.

In 2009 Andrew joined Gleeds, the UK-based international management and construction consultancy, working as part of Gleeds Collaboration Services, before deciding to practice full-time as an Independent Mediator in 2010.

## **Mediation Training**

Andrew trained in Commercial and Workplace mediation with UK Mediation (2010), which is nationally accredited by the Law Society and The Bar Council and is a member of the Civil Mediation Council.

His Family Mediation training was with Key Mediation (2011) and delivered by Tony Whatling. This mediation programme is recognized by the Family Mediation Council (FMC) and the European Family Mediation Forum.

### **Professional interests**

Andrew specializes in mediating high conflict disputes; complex, multi-party disputes and disputes involving family businesses. He is interested in what Mediation can learn from the fields of Psychology and Neuroscience.

He is a member of the Chartered Institute of Building, the Chartered Institute of Marketing and the Chartered Management Institute.

### **Other**

He has participated in the London to Paris cycle ride to raise money for the Royal British Legion and rowed in the Great London River Race to raise funds for The Ahoy Centre.

Andrew is married with three children and lives in London.

### **Why appoint Andrew as your Mediator?**

Andrew has an unusual combination of qualities – skilled in commercial negotiation and problem solving and equally adept at dealing with fractured relationships and broken communications.

### **Mediation Experience**

Andrew is a mediation specialist with considerable breadth and depth of experience. He regularly practices in the fields of family, commercial, workplace / employment and community mediation. He also has experience in planning mediation and peer (youth) mediation. He continually draws lessons from all of these different strands of mediation.

### **Business background**

Andrew has 23 years industry experience. He understands the everyday pressures of running a business. He knows, at first hand, how destructive disputes can be and recognizes the value in sorting them out as quickly and efficiently as possible, to minimise the impact on cash flow. And he is aware of the necessity, in many instances, to preserve business relationships, rather than destroy them.

### **People skills**

Andrew's extensive international travel and background in construction has allowed him to relate easily to people at all levels and from different backgrounds and cultures. He is comfortable in dealing with the human side of conflict and is experienced in managing emotionally charged negotiations.

### **Personal Style**

Andrew's style can best be described as engaging and approachable, yet tenacious. He brings a genuinely collaborative mindset and encourages open-mindedness and creative thinking, whilst being relentlessly focused on achieving a resolution.

### **Approach**

Andrew's approach is deeply rooted in common sense. He ensures that all solutions are workable and that all agreements are enforceable. He avoids jargon at all times and speaks and writes in plain English.

If you wish to contact Andrew Sims, please do so by telephone on 020 3286 3125 or by e-mail to [andrew@mediatingfutures.com](mailto:andrew@mediatingfutures.com).