

# Emma Gooding

IS A QUALIFIED MEDIATOR (Junior Mediator)

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## General Information

**“Emma is a highly competent and warm mediator. She did an excellent job of building a relationship with the parties, focusing them throughout and managing the whole process”**

**“She approached the mediation with energy and personal warmth, encouraging the parties to actively engage in the mediation”**

**“A sure-footed and accomplished mediator. Emma was highly effective at managing the parties and made huge progress at mediation, leading to an early settlement which at the outset had seemed unlikely”**

## Overview

Emma became a CEDR accredited mediator in 2008, and specialises in civil & commercial disputes. She is also a CEDR certified workplace mediator. Prior to becoming a full-time mediator, Emma worked as a commercial dispute resolution solicitor with Allen & Overy in London and with Herbert Smith in Hong Kong. She also taught commercial dispute resolution, mediation and mediation advocacy for a number of years at the University of Hong Kong, combining this with her mediation practice in Hong Kong. Emma has recently relocated back to the United Kingdom, where she is now mediating full-time.

Emma’s international experience means she is adept at dealing with parties from a wide variety of backgrounds and business cultures. She is able quickly to get to the heart of a case, combining her legal abilities with her personal warmth and ability to build rapport with individual and corporate clients alike. Her considerable experience as a lawyer representing parties to mediation has led to a deep understanding of the parties’ commercial interests and an ability to see all sides of the dispute. This, combined with careful preparation, allows for swift and effective progress to be made on the mediation day..

## Approach to mediation

Emma is calm, creative and adaptable, using the mediation process flexibly to overcome any barriers to settlement and keep the parties on track. Facilitative and perceptive, she is nevertheless not afraid to ask difficult questions and challenge preconceptions. Her ability to build rapport and her excellent communication skills, combined with a tenacious and proactive approach, allow her to deal with high levels of conflict and entrenched positions, and to defuse difficult dynamics. Clients have noted in particular her warm approach and ability to find a way forward, achieving settlement in cases where all parties had thought this would be impossible.

## Practice Areas

Emma has mediation experience in the following types of dispute:

- general civil and commercial cases
- insurance
- property
- partnership and minority shareholder disputes

- private client and trust
- employment and workplace
- professional negligence
- financial services
- product liability
- defamation and media

**Professional qualifications**

- CEDR accredited mediator (2008) and CEDR certified workplace mediator (2019)
- Admitted as a solicitor in England & Wales (1998) and Hong Kong (2002)
- Post graduate diploma in Legal Practice (Distinction) College of Law, York (1995)
- MA (Law) University of Cambridge, St John's College (1994)

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