

## Bruce Greig

IS A QUALIFIED MEDIATOR (**Junior Mediator**)

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### General Information

Bruce Greig is a mediator with over twenty years commercial experience as a business owner and investor. Prior to becoming a mediator, Bruce built two businesses from start-up to £1m+ exit. One was a property maintenance field service business, the other a hotel reservation software business. This business experience ensures that Bruce can get up to speed very quickly on the real business issues underlying your dispute.

He can also connect very effectively with people from all walks of life, and bridge the gap between them.

Early in his career Bruce worked at OC&C Strategy Consultants, so he also has experience of working with large corporations, through client work at OC&C.

### WHY CHOOSE BRUCE?

**Real-world business experience** - Bruce has built and sold two businesses and has seen the tensions that can arise in all sorts of commercial relationships and transactions. He understands how to resolve these tensions.

**Commercial understanding** - Bruce will understand the issues underlying your dispute. He has practical experience of contracts, budgets, accounts, forecasts, business plans, shareholder agreements, investments, share purchase agreements, tax, VAT, technical specs, software development, intellectual property, franchising, property and employment.

**Building rapport** - Bruce has worked with many types of people: plumbers, electricians, software developers, accountants, lawyers, teachers, public sector administrators, investors and CEOs. Bruce is calm and friendly and curious. He can build rapport with people quickly and can work with almost anyone.

**Smart** - Bruce is academically very capable. He has an Oxbridge science degree and scored in the top 1% in UK Civil Service numerical / verbal reasoning tests. He teaches a specialist course for lawyers to improve their mathematical reasoning skills.

**Online mediations** - Bruce is very comfortable with technology and will run an online mediation without any technical hitches, using break-out rooms and annotated screen sharing as needed.

Bruce gained his accreditation in 2020 and has already completed 20 mediations.

### AREAS OF EXPERTISE

Bruce is particularly well-suited to handling cases involving:

- Director disputes
- Shareholder disputes
- Partnership disputes
- Franchise disputes
- Intellectual property disputes
- Contract disputes
- Construction disputes
- Share purchase / asset purchase agreements
- Employment disputes
- Landlord / tenant disputes
- Boundary disputes
- Property / construction disputes

### RECENT MEDIATIONS

#### *Intellectual Property:*

This dispute was over the ownership of source code. There had been a complete breakdown in trust, to the extent that the client suspected the software developer of deliberate sabotage of their system. The dispute settled after a long day of mediation, and included Bruce acting as late-night courier to ensure that an encrypted device could be handed safely from one party to the other.

#### *Director's Personal Guarantee:*

A director was disputing the validity of a personal guarantee provided to a finance company. The dispute was complicated by the fact that two of the company officers shared the same name.

#### *Construction dispute:*

A property refurbishment project had been abandoned after a falling out between the builder and client, leading to an acrimonious dispute. Both expected to be net receivers of money at the outset of the mediation.

*Partnership dispute:*

This dispute between partners in a restaurant business had been winding its way through the court system for several years. It settled after one day of mediation.

*Release of escrow retention:*

Seller of a business claimed that the buyer had unjustifiably failed to release money held in escrow after the sale of the business. Proceedings had been issued several years earlier, but settled by lunchtime on the day of mediation.

*Partnership / franchise dispute:*

Partners in a restaurant franchise had fallen out and were in dispute over who owned the continued rights to the franchise, and what value should be attributed to each's contribution to the business.

*Contract dispute:*

A relatively simple contract dispute had become very acrimonious, with one side accusing the other of criminal conduct. The matter settled at mediation, saving both sides considerable costs which would have far outweighed the disputed amount had this gone to trial.

*Boundary dispute:*

This claim involved a long-running dispute over the location of a boundary fence, with costs already exceeding six figures for a dispute over approximately four inches of land.

*Employment matter, discrimination:*

This was a six-figure claim for loss of earnings and injury to feelings due to alleged discrimination relating to the employee's return to work from maternity leave.

*Housing Rental Arrears/Possession Claims:*

Bruce served as a mediation panel member during the Ministry of Justice Rental Mediation Pilot in 2021, taking referrals from the court to mediate landlord / tenant disputes. This included completing 8hrs of training on mediating landlord-tenant disputes.

*Sport - Discrimination:*

This dispute involved a discrimination claim against a sports club. The dispute settled at mediation.

*Neighbour noise / nuisance / boundary disputes:*

Bruce has assisted in resolving several neighbour disputes on a pro-bono basis for the Winchester Mediation Service.

## TESTIMONIALS

"You went beyond any other mediator I have come across in 11 years to enable the parties to reach a resolution of what proved to be a very contentious and awkward case."  
*Litigation solicitor, contract dispute*

"Bruce, we were very impressed with your work on this mediation. We often have similar cases where your approach and experience would be very effective so we certainly hope to use you again on future cases."  
*Litigation solicitor, M&A dispute*

"Throughout the course of this matter, we have struggled to communicate effectively with the other side. It seemed that you were able to break down important aspects of the case, so that the parties were able to re-evaluate their positions, in a way that they had been unable to do before - this was extremely beneficial."  
*Litigation solicitor, construction dispute*

"I thought you were very helpful and looked to find any avenue to resolve. I would recommend you to anyone in search of mediation."  
*Litigant-in-person, partnership dispute*

"You command respect and provide a reassuring presence, which isn't true of all mediators that I have used."  
*Barrister, partnership dispute*

"I have found you very professional, approachable, fair minded, a good listener."  
*Litigant-in-person, claim against director's personal guarantee*

"Mr Greig grasped the issue that required mediation very well, he listened, had empathy for the situation and solved the matter to both parties' satisfaction and put an end to a long and exhausting process and stopped the matter being taken to the courts."  
*Litigant-in-person, wrongful conversion claim*

"Bruce helped us enormously during a very stressful time. His presence in the room while the lawyers picked over our case was very reassuring. He managed to explain some complicated statistical points in a way everyone could understand, he had total command of the detail and helped everyone stay focussed on the important issues."  
*Family member, Clinical negligence matter*

"Bruce helped us reach a settlement with the local authority regarding tens of thousands of pounds which we felt was owed to the school under the local funding policy. The council had forcefully insisted that the money was not due to the school. But Bruce skilfully guided us to a fair settlement, securing additional funding for the school, avoiding redundancies, and providing clarity for the local authority going forward."  
*Chair of Governors, education funding dispute*

"I think that the day went very well, you were professional, on time and responded quickly to my initial enquiry. I was very happy with your services."  
*Employee in a discrimination claim*

"I just wanted to say thank you. It appears that both parties are happy ... and they were very complimentary about you. I'm very pleased with the result."  
*Environmental Protection Officer*

"Bruce helped us resolve a very contentious employment issue, keeping us away from the employment tribunal and resolving the situation to everyone's satisfaction. The employee had been under a lot of stress and one wrong move from us could have pushed her to go off sick for stress, which would have dragged the situation on for months and cost us a lot of money. Bruce's calm and firm approach brought about a swift resolution which allowed everyone to move on."  
*Public Sector Employer*

"We have mentally rebooted our relationship with [the other party] and very much look forward to seeing how things develop in the forthcoming months. Your help was invaluable and much appreciated."  
*Landowner in noise / boundary dispute*

"We are extremely grateful for all your expertise and persistence to bring this most troublesome of issues to an agreed conclusion."  
*Party to a discrimination claim*

"Bruce dealt with a situation where effective communication between the parties was impossible - they were ex-partners with a gulf between their expectation as to what was a fair outcome. After half an hour, continuing seemed pointless as agreement seemed impossible. After four hours Bruce had facilitated an agreed settlement. He worked hard for it! He uses clear, simple but non patronising language which puts people at ease. And I'd recommend him without hesitation."

*Litigant-in-person, wrongful conversion claim*

"Your composed, pragmatic manner lent itself well to keeping things focused on achieving a resolution. We would certainly not hesitate to contact you for your services in future."

*Litigation solicitor, construction dispute*

Email: [mediation@clerkroom.com](mailto:mediation@clerkroom.com)

Clerksroom, Equity House, Blackbrook Park Avenue, Taunton TA1 2PX