

# Alec Coakley

## Professional Portfolio

7, Carraigbán, Macroom,  
Co. Cork, Ireland

✉ [alec@hrevolution.ie](mailto:alec@hrevolution.ie)

☎ 00-353-87-4185371

### Summary

Alec Coakley is a certified mediator with interests in all aspects of conflict management, peace-building and alternate dispute resolution. He has a particular research interest in workplace conflict, specifically bullying and ostracisation. He has provided change management support, including strategic mission and vision building to Irish industry, education and charity sectors. With considerable experience in industrial relations and a formal education in negotiation theory Alec also provides structured negotiation skills training. He is a firm believer in the empowering benefits of bringing conflict management skills into the primary and secondary level educational system and is actively involved in its advocacy.

Testimonials, character references and case studies undertaken can be provided upon request.

### Professional Activity

**HR Evolution Ltd. Founder & Owner** [www.hrevolution.ie](http://www.hrevolution.ie)

HR Evolution Ltd. is a consultancy service that helps individuals, businesses, institutions and community organisations manage difficult conversations. HR Evolution Ltd uses tried and trusted mediation, negotiation and facilitation methodologies to deliver effective, affordable responses to challenging industrial relations, human resources and workplace issues.



**Conflict Mediation (registered business to HR Evolution Ltd) Founder & Owner** [www.conflictmediation.ie](http://www.conflictmediation.ie)

Future-focussed dispute resolution service for a wide range of conflict types:

Organisational & Workplace Mediated Negotiations	Personality clashes, alleged bullying, senior management discord
Telephone/Online Mediation	Get difficult negotiations off to the best start possible
School (Peer) Mediation	When physical meetings are not appropriate
Agricultural Mediation	Program planning and development
Community Mediation	Unique challenges in terms of business, collaboration, succession
Family Mediation	Dispute resolution in a social community group context
Elder Mediation	Internal family disputes, strained relationships (adult-only)
	Facilitative-role in determination process of care requirements

**Negotiation Skills Workshop Position: Trainer** [www.negotiation.ie](http://www.negotiation.ie)

This one-day workshop introduces participants to concepts of Negotiation Theory and to the negotiating practices and styles of other disciplines. Participants build their professional negotiating skills in a safe yet challenging environment, through a concentrated blend of theoretical and practical negotiating exercises. The workshop examines negotiator styles, strategies, behaviours and potential pitfalls. It covers deal design, value creation strategies, caucus calling, problem-solving techniques and effective responses to competitive tactics. Distributive and integrative negotiation exercises are used to apply learning outcomes to “real-life” scenarios. It has a positive feedback rating of 93%. Participant testimonials can be found on the website.

**Kennedy Institute Workplace Mediation Research Group Member** [www.kiwmrg.ie](http://www.kiwmrg.ie)



This Research Group aims to gather and consolidate solid empirical research, about the workings and outcomes of mediation. Its aims are to co-ordinate workplace mediation research in Ireland, gather and publish workplace mediation research and maximise involvement in workplace mediation research. In March 2016, together with two colleagues, I presented at the 22<sup>nd</sup> North-West Dispute Resolution Conference in Seattle, USA. As well as involvement in primary research activities I serve on the web presence subcommittee and have a particular research interest in Irish cases where there is an allegation of bullying.

**School Mediation Program Coordinator** <http://conflictmediation.ie/school-mediation/>

Peer Mediation is a process by which students learn to manage conflict (usually fictional) between fellow students. It is considered extremely effective in its ability to help children from 11 years and up understand and manage the antecedents, processes and outcomes of conflict. The current program is being conducted on a monthly basis for 6th class students in a boy's national school. It is being run as part of the Social Personal and Health Education curriculum. The response to this program has been extremely positive from both students and teachers. It is to be extended to another school in 2016/2017. I offer a pro bono mediation service to local schools where there has been an allegation of bullying and conduct annual bullying education meetings for parents.

**Workplace Conflict Resource Website** [www.workplaceconflict.ie](http://www.workplaceconflict.ie)

I operate a resource site for those interested in finding out more about the types of conflict that can happen in the workplace.

### Education:

- Master's Degree in Human Resource Management, Kemmy Business School, University of Limerick.(Second Class, Grade 1). Thesis: An appraisal of the impact of downsizing on employee disengagement.
- Mediation Foundation of Ireland: Mediator Training, Mediation Masterclass
- Negotiation Theory: SIPTU College
- Bullying & Harassment: SIPTU College

### Membership of Organisations:

Mediators Institute of Ireland (MII)  
Chartered Institute of Personnel and Development (CIPD)  
Services Industrial Professional and Technical Union (SIPTU)

### Social Media:

 LinkedIn: <https://ie.linkedin.com/in/aleccoakley>  
 Twitter: [@conflictmediate](https://twitter.com/conflictmediate)

*Professional Indemnity Insurance information available on request.*

