



BUSINESS CONFLICT MANAGEMENT LLC

F. Peter Phillips, Esq.  
ARBITRATOR | MEDIATOR

**BUSINESS CONFLICT MANAGEMENT LLC**, Montclair, New Jersey, 2008 to Present.  
Arbitrator, Mediator and ADR Consultant to businesses and their legal advisors.

**Experience:**

Over 50 mediations and arbitrations since March 2009  
Adjunct Professor, New York Law School

**Panel Listings:**

CPR Panels of Distinguished Neutrals (Insurance, Franchise, Entertainment and Employment)  
American Arbitration Association Expedited Panel  
Certified Mediator, International Mediation Institute  
Accredited Mediator, New Jersey Association of Professional Mediators  
FINRA Panel of Arbitrators  
Mediation Panel, U.S. Bankruptcy Court (E.D.N.Y.)  
Panel of Mediators, New Jersey Administrative Office of the Courts  
Panel of Mediators, China Council for Promotion of International Trade  
Panel of Arbitrators and Panel of Mediators, Beijing Arbitration Commission  
International Mediator Panel, Milan Chamber of Commerce

**Training:**

“Mediating the Litigated Case,” Straus Institute for Dispute Resolution,  
Pepperdine University School of Law, 2008  
Chartered Institute of Arbitrators, 2008  
FINRA Arbitrator Training, 2008  
ICC International Court of Arbitration Workshop, 2008  
“Arbitrating the Mega-Case,” American Bar Association, 2008  
Arbitrator Training, NJICLE, 2008  
Cross-Cultural Negotiation, ITIM, 2007  
Multiparty Negotiation Skills, CPR Institute/Harvard PON, 2007  
Mediator Trainer, CPR Institute (Co-Trainer with Dwight Golann), Beijing, 2005  
Mediator Training, CPR Institute (Lewis and Singer), 1998

**Professional Affiliations:**

Member, Chartered Institute of Arbitrators; Justice Marie L. Garibaldi American Inn of Court for  
Alternative Dispute Resolution; New Jersey Association of Professional Mediators;  
American Bar Association, Business Law Section (Vice Chair, ADR Committee) and Dispute  
Resolution Section; Union International des Avocats, World Mediation Forum; International Bar  
Association (Arbitration and Mediation Committees)

**Publications:**

Books:

- *Alternative Dispute Resolution Practice Guide* (Roth, Wulff & Cooper, eds.) West 2010 Supp.  
Chapter 33, “International Mediation and Conciliation”
- *Managing Franchise Relationships Through Mediation* (2009)
- *Resource Book for Managing Employment Disputes* (2004)
- *How Companies Manage Employment Disputes* (2002)

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Articles and Monographs:

- “Recent Developments in Commercial Mediation in China” *New York Dispute Resolution Lawyer* (Spring 2010)
- “Corporate Social Responsibility and Non-Judicial Remedies for Human Rights Violations: Is It Time for the Dog that Didn’t Bark?” *IBA Mediation Newsletter* (April 2009)
- “Diversity in ADR: More Difficult to Accomplish Than First Thought” *Dispute Resolution Magazine* Vol. 15 Issue No. 3 (Spring 2009)
- “Commercial Mediation in China: the Challenge of Shifting Paradigms” *Contemporary Issues in International Arbitration and Mediation: The 2008 Fordham Papers* (2009)
- “Managing Risk Through Drafting ADR Clauses,” *ALI/ABA Practical Lawyer* (2009)
- “The European Directive on Commercial Mediation: What It Says, What it Means, and What It Doesn’t” *New York State Bar Association Section of Dispute Resolution* (Fall 2008)
- “The Challenges of International Commercial Dispute Resolution” *Focus Europe* (June 2007)
- “New Protocol for Reinsurance Coverage Disputes” *Risk Management Magazine* (April 2007)
- “How to Stop Costly Litigation from Ruining Your Results” (with Paul Moss) *FAC* (February 2007)
- “How Conflict Resolution Emerged within the Commercial Sector” *Alternatives to the High Cost of Litigation* (January 2007)
- “Best Practices in Managing Reinsurance Disputes” (with Paul Moss) *Declarations* (Winter 2007)
- “ADR as a Tool for Management and for Corporate Governance” *International Bar Association Mediation Committee Newsletter* (December 2006)
- “ADR: It Remains a White, Male Game” *The National Law Journal* (November 27, 2006)
- “Success in China: Adjust Your Expectations and Be Ready to Change” *Global Link* (November 2006)
- “Ten Ways to Sabotage Dispute Management” *HR Magazine* (September 2004)

**White Papers:**

- CPR Response to Questionnaire Concerning Proposal for Directive* (2005)
- Feasibility Study on Commercial Mediation in the Russian Federation* (2002)
- Response to European Commission’s Green Paper on ADR in Civil and Commercial Disputes* (2002)

**Teaching and Public Speaking:**

Adjunct Professor, New York Law School. Guest Lecturer: Fordham University School of Law, NYU School of Law, New York Law School, Pepperdine University School of Law.

Frequent speaker at programs for U.S. corporations, law firms and trade associations. Invited speaker at numerous international conferences (i.e., Geneva, Buenos Aires, Moscow, Beijing, Hong Kong, Chamonix, Shanghai, Paris, London, Warsaw, Lagos).

**INTERNATIONAL INSTITUTE FOR CONFLICT PREVENTION AND RESOLUTION (CPR Institute),** New York, New York, 1998 to 2008

**Senior Vice President and Secretary.** Responsible for industry-specific initiatives, international initiatives, and periodic membership meetings. Secretary to corporation.

**Interim President and CEO,** April – October 2006. Responsible for all executive, fiscal and policy management of Institute, overseeing staff of 18 and budget of \$3.01 million. Responsible to Board of Directors.

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- Convened committees that created applications of Alternative Dispute Resolution and mediation protocols in fields of Property-Casualty Insurance (Inter-Insurer Coverage, Construction Defect and Cedant/Reinsurer), Franchise, Employment, Privacy, Domain Name, Product Liability, E-Commerce
- Negotiated and administered U.S.-China Business Mediation Center with China Council for Promotion of International Trade.
- Responsible for initiatives in Europe, including convening corporate leadership, advising European Commission on Mediation Directive and Code of Ethics. Initiated efforts to form regional dispute resolution centers in Costa Rica and Russia.
- Responsible for planning, marketing and execution of CPR Meetings with faculty of international profile.

**SCHULTE ROTH & ZABEL**, New York, New York. **Associate**, 1993 to 1998.

**CAHILL GORDON & REINDEL**, New York, New York. **Associate**, 1987 to 1993.

- Extensive business litigation experience in federal and New York State courts. Participated in trials, hearings, arbitrations and special proceedings, preparing, examining and cross-examining witnesses. Conducted oral argument on motions and appeals in federal and state courts. Drafted Petitions for Certiorari and Briefs before the U.S. Supreme Court. Substantive areas included insurance defense, insurance rehabilitation, insurance coverage, securities, bankruptcy, general commercial, employment.

**NON-LEGAL EXPERIENCE:**

Professional Actor and Stage Director, 1972 to 1987. Acted on Broadway, in Regional Theatres, and on Television. Directed student and professional productions in New York, London, and in Regional and University Theatres.

**EDUCATION:**

**NEW YORK LAW SCHOOL**, J.D. magna cum laude, 1987. Class rank: 3/177. Full Merit Scholarship. Notes & Comments Editor, New York Law School Law Review.

**ROYAL ACADEMY OF DRAMATIC ART**, London, England. Diploma (Acting), 1975.

**DARTMOUTH COLLEGE**, A.B. cum laude, 1971, Honors (English)

**ADMITTED:**

New York State, Federal District Courts for Southern and Eastern Districts 1988; California 1992; United States Supreme Court 1993; New Jersey 1995

**OTHER:**

Member of the Corporation, American Friends Service Committee, 2007 - Present

Wagner Society of New York, Board of Directors and Secretary, 2004 - 2009

Cornwall Monthly Meeting, Religious Society of Friends (Clerk 2001 - 2005)

New York Yearly Meeting, Religious Society of Friends, 1984 - Present  
(Clerk, Committee on Conflict Transformation; Member, Financial Services Committee)

Board of Trustees, New York Law School, 1991-1997

Montclair (NJ) Commission on Human Rights, 1996 - 2001