

## **Timothy James Nickel, M.Ed.**

**Dispute Resolution and Organizational Development Consultant  
Registered Psychologist, Chartered Mediator (ADRIC)**

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tim.nickel@fifthbusinessconsulting.ca



### **EMPLOYMENT**

2014 – present

#### **FIFTH BUSINESS MEDIATION AND ORGANIZATIONAL COUNSULTING**

**DISPUTE RESOLUTION AND ORGANIZATIONAL  
DEVELOPMENT CONSULTANT**

- Full service dispute resolution practice, focusing on multi-stakeholder collaboration, workplace conflict, personal injury, multi-party negotiations, board governance, and family mediation
- Group facilitation including multiparty decision-making, board development, meeting facilitation, public policy development
- Organizational diagnosis and intervention, offering culture development, growth and development of systems and individuals, training, team-building
- Interest-based bargaining
- On contract with The Dispute Resolution Office of Saskatchewan Justice conducting mediation and conflict resolution training, civil litigation mediation, workgroup conflict interventions, management consulting, high-conflict family mediation, organizational consulting
- On contract with Edwards School of Business Executive Education and ACHIEVE/Crisis and Trauma Resource Institute
- On contract with Family Justice Services to deliver Parenting After Separation and Divorce classes

2012 – 2014

#### **ZHUHAI INTERNATIONAL SCHOOL, ZHUHAI, CHINA ATHLETIC DIRECTOR, PROGRAM DESIGN AND TEACHER**

- Design and implement a comprehensive outdoor education program for students ranging from 5 years old to 18 years old
- Develop a top tier athletics program for Middle Years and Diploma Years students in the Pearl River Delta Region of Southern China
- Teach Physical and Health Education in the International Baccalaureate Middle Years Program
- Contributed as a member of the successful Middle Years Program Authorization Team for Zhuhai International School

2005 – 2012

**DISPUTE RESOLUTION OFFICE  
SASKATCHEWAN DEPARTMENT OF JUSTICE  
DISPUTE RESOLUTION CONSULTANT**

- Design and implement organizational assessment processes and subsequent organizational development interventions for whole organizations and workplaces from 10 to 200 employees
- Consult and advise public service managers at all levels including Deputy Minister
- Design workflow and authority structures for organizations
- Design and conduct conflict resolution processes to address workplace conflict for groups as small as two and as large as 25 (Typically 5-10 people)
- Design and deliver constructive conflict resolution, respectful workplace, and other training programs designed to promote becoming a learning organization as well as mediation skills training workshops
- Design and implement facilitated multiparty public policy negotiations
- Facilitate negotiations in civil litigation cases under section 42 of The Queen's Bench Act 1998 including wrongful dismissal, personal injury, contracts, medical malpractice, among others
- Conduct mediations and facilitations in both family and non-family disputes including Hague Convention applications of international family custody disputes
- Supervise graduate level and undergraduate level practicum students in dispute resolution processes
- Chair Conference Committees, organizing an annual conference, as a representative of the Dispute Resolution Office on the Board of Directors for Conflict Resolution Saskatchewan

2006 – 2012

**UNIVERSITY OF SASKATCHEWAN  
COLLEGE OF LAW  
PROFESSIONAL ASSOCIATE**

- Instructor for an undergraduate law class in mediation theory and practice, Spring Term, 2006
- Collaborated on the evaluation for a graduate student in the College of Law, University of Saskatchewan

2001 - 2006

**PRIVATE PRACTICE: PRAIRIE THERAPISTS AND  
TRAINERS INC.  
ORGANIZATIONAL CONSULTANT/MEDIATOR/TRAINER**

- **Organizational Development:** As a lone consultant or in collaborative teams - organizational assessments, teambuilding, conflict systems design, professional development
- **Mediation:** Organizational, workplace, family, neighbor, community, personal injury insurance claims
- **Training:** Teambuilding, Mediation, Negotiation, Conflict Resolution, Critical Thinking and Emotional Competence Training by contract

#### Highlights

- Organizational clients: Cameco, YMCA, Federal Department of Justice, Sask Learning, Canadian Nuclear Safety Commission, Saskatoon Sewing Shop, City of Saskatoon, Sask Industry and Resources, Mennonite Central Committee
- Co-facilitated *Parenting after Separation and Divorce* classes
- Presented *Emotional Competence for Mediators* at Family Mediation Canada Conference in Banff, AB, October 1-4, 2003
- Sessional Lecturer, 2003 – 2006, University of Saskatchewan
- External Examiner: Masters Thesis Final Oral Defense, 2005
- Proposal writer: Certificate in Restorative Justice and Conflict Transformation program for the Department of Educational Foundations at the University of Saskatchewan, 2004
- From 1999 to 2005, delivered Saskatoon Community Mediation Services' 40 hour Mediation Level I trainings
- Incorporated (25% share) under the name Prairieland Training Initiatives Inc. to host top quality training experiences across Western Canada in the area of Organizational Development

1997 - 2001

#### **SASKATOON COMMUNITY MEDIATION SERVICES MEDIATOR/TRAINER/CASE-COORDINATOR**

- Designed and facilitated conflict resolution processes in an Alternative Measures program
- Developed and facilitated mediation and conflict resolution trainings including Introduction to Mediation, Constructive Conflict Resolution and Interest-Based Negotiation Skills for Collective Bargaining
- 1998 - 2000: CASE COORDINATOR
  - Supervised a staff of six mediators and support staff
  - Managed a trust account with annual cash flow over \$40,000.00
  - Created and maintained a procedure manual
- Mediated Parent/Teen cases referred by Saskatchewan Department of Community Resources and Employment

1996 - 1999

**ROSTHERN JUNIOR COLLEGE  
COUNSELLOR/THERAPIST**

- Provided private counselling services at a private high school

**EDUCATION**

2000 - 2001

**EARLY TRAINING IN MEDIATION AND CONFLICT  
RESOLUTION**

JUSTICE INSTITUTE OF BRITISH COLUMBIA

- 189 hours of instruction
- Courses completed:
- Negotiation Level II
- Facilitating and Mediating Multiparty Disputes
- Dealing with Anger
- Mediating Court-Based and Non-Relationship Cases
- Mediation Skills Level II
- Negotiation Skills Level I
- Peacemaking Circles: A Process for Building Consensus and Relationships
- Resolving Conflict in the Workplace
- Skills for Mediators and Mediation Process Level I (SCMS Spring, 1996; equivalent to JIBC Mediation Skills Level I)

May, 1998

**MASTER OF EDUCATION (COUNSELLING  
PSYCHOLOGY)**

UNIVERSITY OF SASKATCHEWAN

**THESIS**

*The Phenomenology of Exile*

- Data collection method: Interviews of refugees
- Supervisor: Dr. Frank Van Hesteren, Ph.D.

1996

**PRACTICUM – COUNSELLOR/THERAPIST**

- Saskatoon Community Clinic
- Apprenticed as a counsellor/therapist of adults: 24 weeks
- Supervisors: Dennis Morrison and Norlane Jensen

May, 1993

**BACHELOR OF ARTS (ADVANCED)**

UNIVERSITY OF SASKATCHEWAN

Major: Psychology

## PROFESSIONAL DEVELOPMENT

### WORKSHOPS

- *Multi-stakeholder Collaboration Working Group*, Sam Kaner & Nelli Noakes, Community at Work, September, 2020 to present
- *A Report on New Research into the Effectiveness of Community Mediation*. ADRIC 2020 Webinar Series, Peter Bruer & Catherine Feldman Axford, September 9, 2020
- *Multi-stakeholder Collaboration Working Group*, Sam Kaner & Nelli Noakes, Community at Work, February to June, 2020
- *Family Law Refresher*, Charmain Panko, March 7, 2020
- *Understanding the Dynamics of Domestic Violence for Family Law Practitioners*: PATHS, October 16-17, 2019
- *Mediating Divorce Cases: Financial Matters*, Charmaine Panko, training for the Dispute Resolution Office, September 17-18, 2019
- *ChildView Calculation of Child Maintenance, Spousal Support and Income Determination*, Susan Roberts, ChildView, Saskatoon, May 23-24, 2019.
- *Deep Democracy: The Lewis Method*, Sera Thompson, CoResolve Leadership Program, November 21-22, 2018
- *Multi-stakeholder Collaboration Working Group*, Sam Kaner & Nelli Noakes, Community at Work, September to December, 2018
- *Multi-stakeholder Collaboration Working Group*, Sam Kaner & Nelli Noakes, Community at Work, September, 2017 to June, 2018
- *Mediating Family Separation Pilot*, Dispute Resolution Office, Saskatchewan Justice, August 28-29, 2018
- *Diversity in the Workplace*, Jeanne Martinson, April 26-27, 2018
- *Multi-stakeholder Collaboration Working Group*, Sam Kaner & Nelli Noakes, Community at Work, January to June, 2018
- *Designing Multi-stakeholder Collaboration*, Sam Kaner & Nelli Noakes, Community at Work, December 11-15, 2017
- *High Conflict Personalities in Mediation*, Bill Eddy, High Conflict Institute, April 27-28, 2017
- *Coaching: Immunity to Change*, Robert Kegan & Lisa Lahey, Minds at Work, March 7-10, 2017
- *Mediating High Conflict Families*, Gary Direnfeld, May 4, 2016
- *Mediating High Conflict Disputes*, Bill Eddy, High Conflict Institute, October 30, 2014
- *Teaching the MYP Physical Education Program Level I*, The International Baccalaureate, September, 2013
- *Policy Development Frameworks for Non-profit Boards*, Dan Perrins, Johnson Shoyama Graduate School of Public Policy, September 16-17, 2011
- *Government Budgeting Processes*, Dan Perrins and Jim Marshall, Johnson Shoyama Graduate School of Public Policy, February 15, 2011
- *Justice Training Facilitation Workshop*, Kim Hawtin & Cornell Beuker, May 20, 2010

- *Nurturing Father Involvement Before, During, and After Divorce*, Dr. Marsha Pruett, April 15-16, 2010
- *Policy Seminar: Conducting Technical Briefings*, Jim Marshall & Dan Perrins, November 24, 2009
- *Personality Disorders in High Conflict Mediation*, Bill Eddy, August 5, 2009
- *The Mediator as Reflective Practitioner*, Elizabeth Sterritt, April 29, 2009
- *Organizational Diagnosis*, Dr. Sam Kaner, Ph.D., Oct 6-10, 2008
- *Risk of Violence Assessment*, Dr. Stephen Hart, Nov 1-2, 2004
- *Ethics in Psychology*, Dr. Jean Pettifore, Ph.D., May 5-6, 2004
- *Assessment and Treatment of Anxiety Disorders in Adults and Children*, Dr. Martin Antony, Ph.D., Apr 29-30, 2004
- *Facilitator Certification for Transformative Justice Australia Conferencing*, Richard Hart, LLB., Mar 22-24, 2004
- *Separation and Divorce Information Sessions*, Saskatchewan Justice, Dyck Trew and Janet Hainstock, Oct, 2002
- *Teaching Treaties in the Classroom, First Nations Cultural Education*, Susan Beaudin and Ida Iron, Jul 30-Aug 2, 2002
- Justice Institute of British Columbia, Jan 2000 to Dec 2001 (see EDUCATION)
- *Trauma and Shame in Mediated Therapeutic Interventions after Serious Crime*, Dave Gustafson, Ph.D., Nov 10-11, 1999, Feb 7-9, 2000, Oct 20, 2000
- *Suicide Intervention*, Dave Biblow & Sheryl Mydonyk, Mar 13-14, 1999
- Apprenticed as a Mediation Level I Trainer in Feb 1999
- *Problem Gambling*, May 15-16, 1998
- *Supporting the Healing of Survivors of Torture and Trauma*, Saskatoon Refugee Coalition, Mar 20-21, 1998
- *Advanced Mediation and Introduction to Council*, Andrew Smith, Jan 28-30, 1998
- *Treatment of Clients with Post-Traumatic Stress Disorder*, Dr. Donald Michenbaum, Ph.D., Spring, 1997
- *Rational Emotive Behavioral Therapy* (primary certification), Dr. Barry Morris, Ph.D., Sept 13-15, 1996
- Seminar on *Ethics in Psychology*, Dr. Carl von Bayer, Ph.D. and Dr. Don Saklofske, Ph.D., Fall, 1994
- *Karkhuff Method Counselling*, Dr. Dan Sydiaha, Ph.D., 1992

## CONFERENCES

- Conflict Resolution Network Canada, Winnipeg, MB, June 7-10, 2006
- Family Mediation Canada, Banff, AB, Oct 1-4, 2003, **Presenter**
- Conflict Resolution Saskatchewan Conferences every Spring and Fall, **(Presenter, 2003)**
- *Consultation on Restorative Justice and Violence Against Women*, Saskatoon, SK, Feb 8-9, 2001
- *Interaction 2000: Pulling Together, The Network: Interaction for Conflict Resolution*, Vancouver, BC, June 10-13, 2000

- *Building Bridges*, Family Mediation Canada, Saskatoon, SK, Oct 27-31, 1998
- *Trauma and Grief: Reweaving the Web*, Saskatoon, SK, May 28-31, 1998
- CGCA/IRTAC International Counselling Congress, Vancouver, BC, May 15-18, 1996

## FIRST AID

- Wilderness and Remote First Aid – June 29, 2012
- Standard First Aid CPR/AED C – Current Recert. June 29, 2012 Red Cross First Aid

## PROFESSIONAL MEMBERSHIP

- College of Psychologists of Saskatchewan
- ADR Saskatchewan/Canada
- Conflict Resolution Saskatchewan

## VOLUNTEER ACTIVITIES

2009-present	Board of Directors, Conflict Resolution Saskatchewan Inc.- Vice President (past),Treasurer (current)
2018-2020	Board of Directors, Saskatoon Chamber Singers
2016-2018	Treasurer, Syrian Refugee Settlement Committee, Nutana Park Mennonite Church
2008-2012	Leader, Scouts Canada, Cub Section, 2 <sup>nd</sup> Regina Scouts
2008-2012	Chair, Communications Committee: Regina Open Door Society
2007-2012	Vice President, Board of Directors: Regina Open Door Society
2008-2010	Chair, Vision Committee: Regina Open Door Society
2005-2006	Nutana Mennonite Church Refugee Committee
2005-2006	Parent Liaison, Greystone Heights Preschool Board of Directors
2002-2006	Mentorship Program, Nutana Park Mennonite Church
2004	External Examiner for College of Education Graduate Student Final Oral Presentation Committee – Krista Memory
2000-2003	President, Board of Directors: Rosthern Junior College Alumni Association
1999-2002	Vice-President, Board of Directors: Carmel House (youth safe house)
Christmas, 1999	Caregiver for a youth with Cerebral Palsy on a high school study tour of Costa Rica - Designed and constructed appropriate technology for personal transport through dense jungle
Summer, 1999	Organized soccer for young adult refugees from Kosovo
Summer, 1999	Wrote funding proposals for The Gathering Place (a drop in center

	for refugees)
1996-1998	Organized Saskatoon Chapter of Proyecto Acompañamiento (a support network for repatriating Guatemalan refugees)
1995-1998	Saskatoon Open Door Society, Refugee Host Program

## **REFERENCES**

Murray Walker – Director, The Dispute Resolution Office, Saskatchewan Justice, 306-933-7767

Hon. Judge David Arnot – Chief Commissioner, Saskatchewan Human Rights Commission, 306-933-5952

Bob Pringle – Saskatchewan Advocate for Children and Youth, Children’s Advocate Office, 306-933-6700

Darren McKee – Executive Director, Saskatchewan School Boards Association, 306-352-9633 ext 140

Dr. Barbara Young – Councilor, City of Regina, 306-539-4081



## **INTERESTS AND HOBBIES**

I play and coach organized sports such as soccer, ultimate disc and basketball and enjoy the outdoors. I garden and love to canoe and camp with my wife, Sherry, and sons, Benjamin and Jonah. I have had many memorable hiking experiences including the West Coast Trail on Vancouver Island, Carmel Mountains in Israel, Fish River Canyon in Namibia, Cerro Chato volcano in Costa Rica and the Tiger Leaping Gorge, Yunnan, China. For four years I played slotback for the University of Saskatchewan Huskie football team.

I currently sing with the Saskatoon Chamber Singers and have sung for the University of Regina Chamber Singers and was a soloist for the University of Saskatchewan Greystone Singers, touring the Southern U.S. in 1992. I play guitar.

I read a lot.