

Manon Schonewille is an experienced commercial business and workplace mediator, IMI Certified Mediator and IMI Certified Mediation Advisor as well as founding partner at Toolkit Company and Legal Rebel in Rotterdam The Netherlands.

She is a full-time professional in business mediation, workplace mediation, cross-border & B2B negotiations.

Manon supports corporations, partnerships and professional service organisations in finding negotiated outcomes for commercial and employment disputes:

- Conflicts within partnerships or regarding termination of a partnership, collaboration or other contractual relationships.
- Processes with several representatives or parties involved including team-mediations.
- Cross-border disputes or negotiations involving parties from several countries or cultures.

Through her legal background combined with experience as a business owner and an international marketing manager for multinationals in several countries, she is able to work with and understand the perspective of both the legal counsel and the business side.

Mediation approach

Manon Schonewille has been a mediator and deal facilitator since 1996 and mediated a broad variety of cases and parties. She uses an outcome-focused and varied style of mediation that is adapted to the party's needs, particularly in intercultural or cross-border disputes. Manon generally 'mediates the process' between participants first and starts the mediation with separate intake-meetings with each party and where applicable their legal counsel. During the mediation she pro-actively manages the process and uses a varied approach regarding the substantive issues depending on the topics, the dispute and needs of the parties involved. She has superior communication skills, is able to listen deeply and quickly establishes a trust-based working relationship with the participants. She uses her creative mediation style to guide participants to find new solutions and reach a sustainable negotiated outcome.

Manon conducts mediations and negotiations in Dutch, English, and German. Besides this she has a basic working knowledge of French.

Mediation education

Manon has received broad international education as mediator and negotiator. She successfully absolved the 'Harvard negotiation' and 'Advanced Harvard negotiation, difficult conversations' courses of Harvard Law school (Boston, USA 2000). She has been educated and certified as a mediator by IMI, CEDR (London, UK 1997), and TC Academy Mediation (Rotterdam). She is also NCRC/SDMC Credentialed Mediator, and received training and practical experience as a commercial mediator in the United States (San Diego, USA 1998) and 'Wirtschaftsmidiation' (Business Mediation), Institute for Interdisciplinary R&D of the Universities of Innsbruck, Klagenfurt and Vienna (Klagenfurt, Austria 1996).

M.A. Schonewille | Manon



- Master of Law (NL)
- Full-time Mediation & Negotiation professional
- MfN register Mediator
- IMI Certified Mediator
- IMI Certified Mediation Advocate | Advisor
- Partner in training academy [Toolkit Company](#)
- Founding partner in Legal Rebel Mediation & Negotiation Firm
- Selected and recommended in Who's Who Legal in Mediation 2014-2020
- Selected as member of the Global Mediation Panel for five UN organisations

Contact:

manon@legalrebel.nl

Tel : +31 (0)6 54 336 192

Office : +31 (0)10 760 71 11

Hofplein 20

3032 AC Rotterdam

The Netherlands

Mediation case examples

Manon has conducted mediations and negotiations for companies, commercial parties, NGO's, individuals and counsels from a variety of countries. Examples:

- Mediation in a multi-stakeholder franchisor-franchisee dispute regarding collaboration agreements, marketing and internal accounting methods.
- Conflict analysis and mediation in a claims dispute regarding the termination of a joint venture.
- Deal-making between West-European and mediterranean organisations.
- Mediations in (international) collaboration issues. E.g. between several teams of a Swedish head quarter and teams of a German subsidiary. American and Australian colleagues in a multi-disciplinary project team; the European head office and an employee of a middle-east subsidiary of a bio-tech multinational, Greek consultants and legal advisors regarding collaboration; as well as between marketing co-workers of French and Belgium subsidiaries and the German head office of an organisation in the fast moving consumer goods.
- Deal facilitator for a collaboration between European and American NGO's in B2B services
- Mediation and deal mending facilitation regarding collaboration issues between 5 partners in a medical partnership.
- Negotiator in trademark and competition issues disputes.
- Cross-border deal facilitation for the selling and, respectively, buying of a European organization.
- Deal facilitator in an IP dispute (product name, marketing claims and mark-up of products) between a German and a American company in the fast moving consumer goods.
- Mediator in ending collaboration between founders of start-ups, e.g. high-tech and food.
- Mediator in cases between competitors and joint venture partners.

Conferences and publications

Manon Schonewille is a frequently asked speaker. She is the author of several reference books on mediation, deal facilitation and negotiation, and has published many articles in professional journals. See overview of publications [here](#).

Honors and other professional activities

- Adjunct Professor at Utrecht University, having developed and taught the Business Mediation, Mediation Advocacy and conflict management course as part of the interfaculty Minor in Mediation (2008-2013).
- Guest lecturer at several universities including Vlerick Business School (Belgium) and Groningen University (NL)
- Development of an academic mediation advocacy and conflict management module with sponsorship of the Dutch MoJ (2012-2013).
- Member, Independent Standards Commission of the International Mediation Institute (IMI) (2008-2020).
- Chair of the IMI Mediation Advocacy Task Force.
- Past Co-Chair International Committee of the Dispute Resolution Section of the American Bar Association (2009-2012).
- Trainer and teacher for mediators, lawyers and executive negotiators around the world.



The added value of a full-time specialized business mediator

A business mediator uses a varied and pro-active approach and supports the parties both at a procedural and substantive level.

On the parties' request, the mediator can support them to introduce a legal assessment, mediator proposal or expert opinion in the mediation. Information to understand how similar issues may have been successfully solved in comparable mediations or other ADR processes can also be applied.

The quality of communications, substantive and legal aspects of the case, as well as the personal and commercial interests of the parties play an equally important role in a mediation process.

Solution-focused, facilitative and evaluative approaches can all be used and combined depending on the circumstances and the parties' needs. When applicable the mediator will also consult with them whether using co-mediators with different backgrounds or approaches to mediation is an option to help them move further.

