

VIAC – Questionnaire for Mediators



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2. Nationality: Austria

3. Contact information

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4. Education and professional experience (original profession; where did you study?):

CEO in air-medical devices, worldwide projects, General Manger Direct Distribution in products for Car Body Repair and Construction, Region Austria South East Europe , Chemistry, industrial products for Construction and OEM, OES business.

Lecturer: "Negotiation II" 8th semester, Course of studies: "International Management" FH Joanneum, Graz, Topics: Harvard principle, Dialog, mediative negotiation

Commercial education (HAK) and graduated executive Master of Business Administration CalState University Hayward , USA, 1997

Education in Mediation, 2015, GBKL / CBCR (Community-Based Conflict Resolution) Salzburg

5. Core area of current professional activity:

Business Mediation and Facilitation in

- internal conflicts (organization or cooperation, groups as well individuals)
- external conflicts (with customers claims, project delays, cooperation, forced changes in contracts, tenders) negative impacts of project running within customers and suppliers, owner topics, like generation conflicts, family companies
- preventive active conflict management in companies and public communities (development of internal conflict guides.
- I provide all individual and group mediation services Online also on an approved DSVGO conform platform with interactive formats and the possibility of fast providing of breakout rooms for individual requirements within the session. You can also upload presentation and allow screen sharing and the participants may have a live documentation of their steps in the negotiation available, if required.

6. Accreditation in the field of ADR (including relevant trainings and connected qualifications):

- Listed in the Ministry of Justice “Mediationsliste up to 2030

<https://mediatoren.justiz.gv.at/mediatoren/mediatorenliste.nsf/name/M-Daten-DE?open&Id=7A304D4B42BF3AD4C1257E3F0020786C>

7. Practical experience in mediation

- How many (international) mediations have you participated in
 - as single/co-mediator/in a team? 5
 - administered by an institution; under which Rules? 3
CEO of the Holding engaged us, cooperate governance
 - in which areas/fields? Business product claim, conflict in resources production-sales
 - how complex (*please provide examples, participation of lawyers/experts*)?
 - Production claim: All stakeholders and their lawyers involved, including people of research and development, application department, project leader customer and supplier, key account, e.g.
 - Organizational Conflict in resources: Production- Sales department 65 people were in group mediation process, conflict caused by uncertain planning procedures
 - Cooperate conflict with foreign companies: Headquarter and local company
- How often have you acted in a different function (e.g. consultant, expert)?
More engaged as a mediative acting neutral facilitator in crucial change processes.
- What other ADR-experience do you have?
 - Generation conflicts in companies
 - Product creation process
 - Matric Organization conflicts in overlapping responsibilities
 - Stakeholder Owner conflicts in complex company projects, like SAP introduction or entrance conflicts in new business fields or mergers.

8. Languages (including levels)

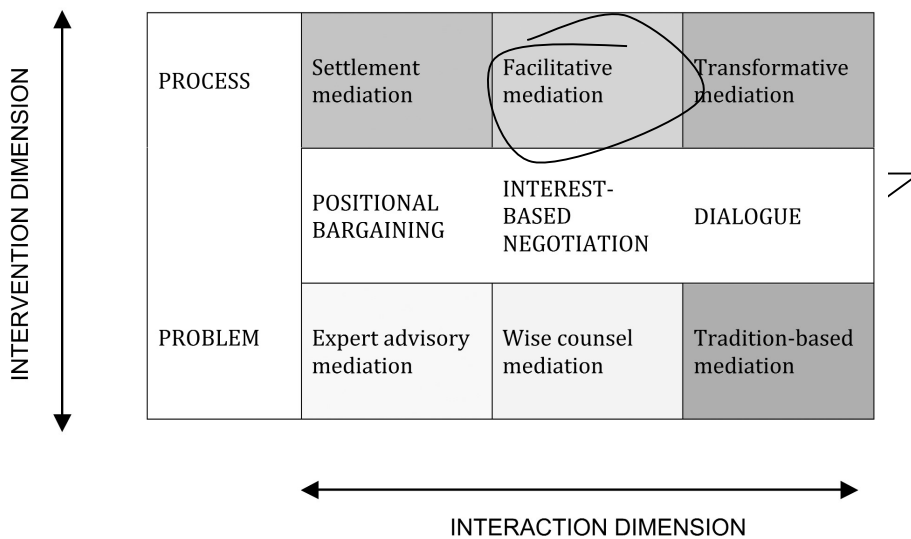
Mother tongue: German

Working languages (i.e. languages in which you have both a spoken and written command so that you may conduct mediation proceedings in this language): German, English

Basic knowledge: Italian

9. Style of mediation

Where do you see yourself? Please tick box as appropriate or indicate your preferred style.



© Alexander, Nadja (2011) "The Mediation Meta-Model - the realities of mediation practice," *ADR Bulletin*: Vol. 12: No. 6, Article 5. Available at: <http://epublications.bond.edu.au/adr/vol12/iss6/5>; see also here for a detailed description of the 6 mediation styles.

10. Please describe aspects of your personality which could be interesting to clients you are going to mediate; what would former clients emphasize in your work?

I prefer open results in the beginning of discussions, preparation and effective processes, I'm a passionate listener, I'm focused on a common ground of all parties, clear negotiation rules on fair time and talking space, change of perspectives help to understand each other, I feel more responsible for the process than for the content, I look more on the next step or right question, which helps to find a common based solution than in fast results, which do not hold a longer time. Clients emphasize my preference on the dialog. The conviction, that it's better to explore the possibilities of solutions than to look for who is right, supports a high level of openness in the negotiation.

11. Publications and other activities in ADR related matters (e.g. training sessions, seminars, conferences, articles and others):

Author book: Werner Danda, "Themenfibel Aktives Konfliktmanagement", 2019, Verlag Innsalz, Munderfing, ISBN 978-3—903-154-97-1

<https://wirtschaftsbalance.com/produkt/themenfibel-aktives-konfliktmanagement/>

12. Memberships in mediation institutions / functions in mediation institutions/organizations:

- Member of Experts Group (WKO) Business mediator
- Member ÖBM

13. Special expertise or specializations (please list a maximum of three) in your ADR-practice:

- Conflict resolution in internal and external conflicts in industrial business environment
- Customer recovery programs
- Country entrance sales partner conflicts

14. Soft Skills (e.g. intercultural competences):

Experience in different market entrance programs and the rebuild of relations in cooperative coherence, in industrial and distributing cooperation.
Main countries Austria, South East Europe, Russia, Germany, USA

15. How do you ensure your professional quality (e.g. coaching, practice supervision, etc?)

Permanent training in facilitation and group mediation practice and participating on the annual required training programs in mediation practice.

16. Date of birth: 23. November 1955

VIAC offers mediation practitioners the possibility to present themselves on its website. VIAC reserves the right to publish any presentations submitted and to remove it as the case may be. Parties are free to nominate a mediator of their choice and so is the VIAC Board when appointing a mediator. These presentations do not constitute recommendations but may assist the parties in choosing a mediator willing to conduct proceedings according to the Vienna Mediation Rules. The fact that a mediation practitioner appears on this list, does not authorize this person to use the title "VIAC-mediator".

I have completed this questionnaire to the above to the best of my knowledge and believe they are accurate.

I hereby consent that the data provided in this questionnaire may be processed for the appointment of mediators and published by VIAC. This includes in particular publication on the website of VIAC as well as use in any presentations, etc. This consent may be withdrawn at any time by contacting VIAC at our general contacts, in particular by email addressed to office@viac.eu. The consequence of any such withdrawal will be that my data will no longer be processed by VIAC. For further information see our privacy statement at www.viac.eu.

2020 July, 18th

Date

and

Signature



Lebenslauf Werner
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