

PROFILE – ASHLEY L. LIMBURY
B.Ec. (Soc. Sc.) (Hons.) (Syd), M.B.A. (UTS), Acc. Med. (LEADR), MIAMA

Conflict Management Specialist & Business Advisor



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GENERAL BACKGROUND

Ashley Limbury is a conflict management specialist who provides mediation services, conflict coaching, strategic negotiation guidance, facilitated forums, training in negotiation and mediation and strategic management and human resources consulting. Ashley has particular expertise in the areas of workplace mediation, commercial matters involving personal relationships and conflict coaching which stem from his solid line and corporate Human Resources experience.

Ashley is a mediator for the NSW Department of State and Regional Development Retail Tenancy Unit; a mediator for the Office of the Mediation Adviser (OMA), a LEADR Accredited Mediator; an IAMA Accredited Mediator, a Accredited Mediator registered under the Mediation Act 1997 (ACT); and an Alternative Dispute Resolution coach.

With a substantial human resources background and experience with commercial matters and human dynamics, Ashley is especially skilled in managing workplace conflict and matters involving emotions. His commercial mediation experience includes the areas of retail tenancy, franchising, professional indemnity and negligence. Ashley also has a background in mediating family matters and in crisis counselling.

Prior to joining the conflict management profession Ashley worked in corporate and line Human Resources with Qantas. Ashley has also worked as a Mediation Officer at the NSW Retail Tenancy Unit and as an ADR coach for courses with organisations including Telstra, SPAN, the Department of Defence, Administrative Decisions Tribunal and the NSW Office of Fair Trading.

Ashley has presented on mediation and conflict management to LEADR and several community groups. He has also facilitated community groups in conflict with over 170 participants.

MEDIATION STYLE

With a cross-disciplinary approach to conflict management Ashley is a facilitative interest based mediator who uses a problem-solving methodology to build capacity to make informed decisions, determine ways through conflict and transitions back to business activities.

DISTINCTIVE CONTRIBUTIONS

- Ashley enables parties to strip away the petty and superficial by facilitating constructive discussions about purpose, drivers, dollars and deals. As the need arises, he can seamlessly open up the discussion to that of a deeper human reality.
- Ashley has the wonderful capacity to remain grounded in the midst of distress, from this he helps parties to remain engaged in the process and focused on what is important.
- Ashley has the ability to provide an environment conducive to the mindful exploration and understanding of the dynamics of conflict and emotion;
- Ashley is sensitive to the capacity, pace and level of rational, intellectual and emotional change and empowers parties to find pragmatic solutions under difficult circumstances.
- Ashley has a remarkable ability to communicate with everyone from the Board to the shop floor.

QUALIFICATIONS

- Accredited Mediator, LEADR.
- Accredited Mediator, IAMA.
- Accredited Mediator registered under the Mediation Act 1997 (ACT).
- M.B.A., 2002 (University of Technology Sydney).
- B.Ec. (Soc.Sci.) (Hons.), double major in Economics and Psychology, 1994 (Sydney University).
- Graduate Certificate in Human Resources Management, 1998 (Northern Sydney Institute of TAFE).
- Training for small groups 2001 (Qantas).

FURTHER TRAINING AND EXPERIENCE IN DISPUTE RESOLUTION

- Conflict Coaching, 2005, CINERGY™ Coaching.
- Getting to Yes, 2005, CMA.
- Facilitation, 2004, Resolve Advisors.
- Strategic Negotiation, 2004, Resolve Advisors.
- Family Law Mediation, Child Inclusive Practice, Domestic Violence, 2004, Unifam.
- Commercial mediations, 2002, Strategic Resolution.
- Industrial Relations and the Law, 2000, University of Sydney.
- Qantas IT Service Leadership (Supervisor Development), 1999, Qantas.
- Workplace Investigations, 1999, Qantas.
- Harassment training, 1999 – 2001, Qantas.
- Assisted Strategic Action in teaching Negotiation workshops in Sydney in 1994 and 1996.

EDUCATION

- Sydney Grammar School, Sydney, Australia.

HONORARIUM

- Chairman, LEADR NSW Executive Committee, 2006.
- Judge, UNSW Negotiation Competition, 2006.
- Officiated as mediator at the inaugural ICC Mediation Competition for law students in Paris, 2006.
- Pre-mediation Conferences, 2005, LEADR.
- Judge, Senior Negotiation Competition, UTS Law Students Society, 2005.
- Conflict Management Seminar, 2004, AUJS.
- Judge, ALSA Negotiation Competition, 2004.