

# VIAC - Questionnaire for Mediators

1. **Name:** Schubert-Panecka, Katarzyna

2. **Nationality:** Polish/German

3. **Contact information**

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

*Short version: LL.M. University of Szczecin (2001), Ph.D. University of Rostock (2006), Commercial Mediator Academy of Hertel in Hamburg (2008), Business Coach - Chambers of Commerce and Industry in Karlsruhe, Accredited Coach Training Program / ICF (2011) and many further education and training.*

**Dr. jur. Katarzyna Schubert-Panecka** is an experienced international commercial mediator, mediation and management trainer and educator, business coach and conflict researcher. Since 2010 she teaches Mediation and Constructive Communication at the Centre for Cultural and General Studies at the Karlsruhe Institute of Technology (KIT), Cross Border Mediation and Intercultural Communication for different companies and education organisations. Her areas of expertise are furthermore Conflict Prevention and Transformation, especially in the Cross Border Disputes, Elder Mediation and Resilience of individuals and teams/groups in the modern world. Since 2014 she participates at the ICC International Mediation Competition as Mediator and Judge.

Dr. jur. Katarzyna Schubert-Panecka holds a Master of Law from the University of Szczecin / Poland (2001) and a PhD in Law from the University of Rostock / Germany (2006). She has acted as speaker of the professional group of mediators for Poland (D A CH), is a co-founder and chairwoman of the Researcher Group for Mediation and an author since 1996.

For further information about my education and professional experience please take a look here <http://www.schubert-panecka.eu/de/Profil> or here <http://www.schubert-panecka.eu/de/Aktuelles> (soon also in English).

5. **Core area of current professional activity:**

Business Coaching and Mediation, usually in commercial and labour management (cross cultural) cases. Furthermore teaching at the university (see above) and training for different companies and organisations; in different areas of collaboration, sustainability and good understanding between companies, their divisions or individuals. Publishing, since 1996.

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

Akademie of Hertel, Hamburg - accredited as an international commercial mediator 2008 by the Association for Mediation DACH <http://www.mediation-dach.com>  
Annual training and participation in ICC (International Chamber of Commerce) International Mediation Competition in Paris <http://www.iccwbo.org>  
International Summer on Business Mediation in Admont <http://www.isbm.at>  
Chambers of Commerce and Industry in Karlsruhe, Accredited Coach Training Program / ICF <https://www.richter-kaupp.de/english/>

## 7. Practical experience in mediation

- How many (international) mediations have you participated in
  - as single/co-mediator/in a team?
    - o More than 20 - mostly as single and in some cases of group mediations in a team with other colleagues. According to the Directive 2008/52/EC of the European Parliament and of the Council of 21 May 2008 on certain aspects of mediation in civil and commercial matters, the German Mediation Act of 27 July 2012 under the European Code of Conduct for Mediators
  - administered by an institution; under which Rules?
    - o 2 mediations with children issues, once under the MiKK Rules and Hague Convention on the Civil Aspects of International Child Abduction (HCA) of 25 October 1980
  - in which areas/fields?
    - o commercial & business / international teams / cross cultural issues of companies, but also NGO (incl. banks) or cultural organisations (like orchestra)
  - how complex (*please provide examples, participation of lawyers/experts*)?
    - o In some mediation cases the complexity could be described as high (characterised by the cumulation of different nations and groups of interests in the process, more than 30 participants; high escalation of the dispute and experts involvement).
- How often have you acted in a different function (e.g. consultant, expert)?

As I work as a mediator and mediation & cross cultural communication trainer for almost ten years (acting till 2008 as a lawyer), a bit shorter as business coach I support companies and my clients from time to time as an expert. In most cases, in the way which I describe above.
- What other ADR-experience do you have?
  - o I have the theoretical background about arbitration, hybrid form of mediation and arbitration and further alternative dispute resolution procedures in Germany and Poland.

## 8. Languages (including levels)

Mother tongue: Polish

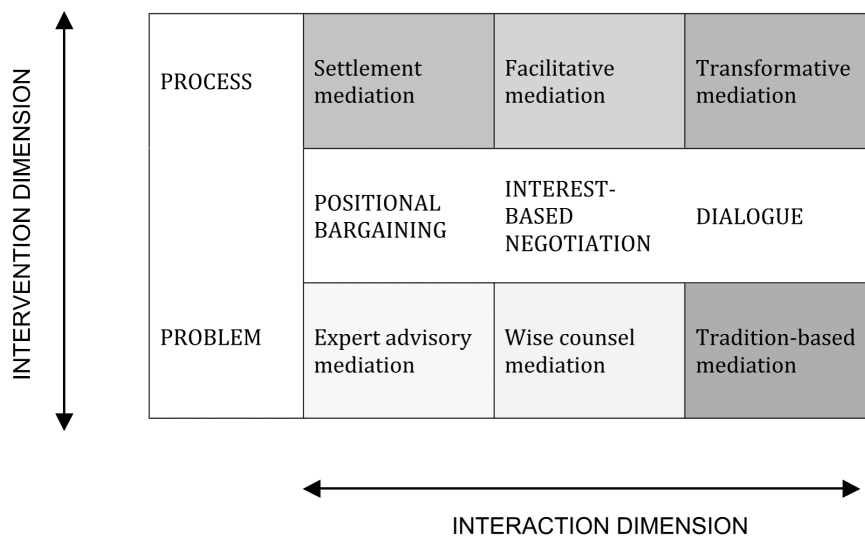
Working languages (i.e. languages in which you have both a spoken and written command so that you may conduct mediation proceedings in this language): German and English

Basic knowledge: Russian

9. **Style of mediation**

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

Happy to see the model of my colleague Nadja Alexander I see myself in the field of transformative mediation, working just in several mediations more facilitative.



© 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 would describe myself as a person, who focuses on the resources, clients usually have, even when they don't know any more, where they are and how could they be used for a common solution. I am business and solution oriented, systematic and respectful, nevertheless emphatic, appreciative and supportive, as my clients report it back to me.

Im this way I use my transdisciplinary experience and knowledge gathered over the past years to act as a bridge builder between (international/intercultural) business / clients. And while as a lawyer I'd learn to find the best solution for my clients, as a mediator I support my clients to find their, sustainable and satisfying solutions.

For some feedbacks from my clients please take a look here <http://www.schubert-panecka.eu/de/Profil> or here [https://reciprocoach.com/members/profile\\_feedback.php](https://reciprocoach.com/members/profile_feedback.php), incl. one example

"Thank you so much for the session. I feel ugly hopeful now! You have a very pleasant and soothing tone. You really make people feel comfortable because of your enthusiasm and excitement expressed in your speaking. (...) You provided well-detailed descriptions to the questions, and that's what made them more thought-provoking. (...) I was impressed with the way you explained how I would need to figure out whether pressure is something that motivates or demotivates me. I thought that was a very important factor, moving forward, especially with meeting deadlines, and considering time constraints."

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

All titles of published articles and books (excluding training sessions or others) <http://www.schubert-panecka.eu/de/Profil> or <https://independent.academia.edu/KatarzynaSchubertPanecka> Here you will find just a couple to titles and my note, that I do work for the Redaction of Perspective of Mediation, where I am not just an author, but also

lecture other publications and have coordinated this journal devoted to Mediation Science. As a ADR / Cross Border Mediation speaker I did or do work for:

Karlsruher Institut for Technology [www.kit.edu](http://www.kit.edu)

1.-6. Elder Mediation Symposium <http://www.schubert-panecka.eu/de/Aktuelles/celebrating-aging-conflicts>

Annual International ADR Conference in Nowy Tomyśl [www.nig.org.pl/sa](http://www.nig.org.pl/sa)

Institute for Peace & Dialogue [www.ipdinstitute.ch](http://www.ipdinstitute.ch)

Research Group of Mediators [www.forschungsgruppe-mediation.de](http://www.forschungsgruppe-mediation.de)

International Mediation Centre for Family Conflict and Child Abduction (MiKK) <http://www.mikk-ev.de/english/englisch/>

European Network for Mediation [www.mediation-net.eu](http://www.mediation-net.eu) & <http://www.schubert-panecka.eu/de/Aktuelles/Cross-Border-Mediation>

Association for Mediation DACH (Germany, Austria and Switzerland), where I am also the Speaker for the Professional Group for the International Cooperation with Poland <http://www.mediation-dach.com>, [www.fachgruppen-dach.com](http://www.fachgruppen-dach.com) & <http://www.schubert-panecka.eu/de/Aktuelles/Deutschland-Austria-Schweiz>

Annual Day of Mediation in Stuttgart [www.mediation-erleben.de](http://www.mediation-erleben.de) & <http://www.schubert-panecka.eu/de/Aktuelles/Mediation-und-Wissenschaft>

Other contributions for (e.g.) Forum Polonia in Karlsruhe / Lion Club in Karlsruhe / Chamber of Commerce in Karlsruhe / Round Table of Business Experts in Karlsruhe / Karlshochschule in Karlsruhe. As a scientist, mentor and expert I do support various mediative activities in German speaking countries as also in German-Polish Commercial Exchange.

Other participations in several conferences organised by the Academy of European Law in Trier / Law Faculty of the University in Rostock, Bonn, Stettin an others; Justice Ministry in Warsaw, Berlin and Sofia.

Some last publications:

Online Mediation. Eine Antwort auf digitalisierte Lebensräume und Streitigkeiten im XXI Jh.? Prawo Mediów Elektronicznych, Beck Polska 2016.

25. Jahre Mediation im Nachbarland Polen, Konfliktdynamik 3/2016.

Mediation in Griechenland - legislative und praktische Aspekte, Die Wirtschaftsmediation 2/2016, S. 56-59.

Postmodernistyczny obywatel a paradygmaty wymiaru sprawiedliwości na przykładzie mediacji w Republice Federalnej Niemiec, in Współczesne problemy postępowania cywilnego, Hrsg. Kinga Flaga-Gieruszyńska Aleksandra Klich 2015, S. 121-142.

Ustawowa regulacja mediacji w Republice Federalnej Niemiec: szansa czy przeszkoda rozwoju tego postępowania? Beck Arbitraz i Mediacja Nr 3 (31)/2015, S. 71-90.

Transdisziplinäre Erforschung von Mediation. Ein Plädoyer. Perspektive Mediation Nr 1/2015

Unternehmen führen und Konflikte grenzüberschreitend lösen - bloß wie? Die Wirtschaftsmediation Nr 4/2014 S. 30 ff.

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

Association for Mediation DACH, Speaker of the International Experts Group Mediation Poland <http://www.mediation-dach.com>

Research Group of Mediation (co-founder and co-chairwoman) [www.forschungsgruppe-mediation.de](http://www.forschungsgruppe-mediation.de)

ADR and Mediation Center of Wielkopolska (WCAiM) <http://wiph.pl/caim/o-projekcie/>

Association of Mediators in Karlsruhe, since 2007 also as a member and from 2013 to 2015 as a Chairwoman [www.agm-ka.de](http://www.agm-ka.de)

International Coach Federation [www.coachfederation.com](http://www.coachfederation.com)

Coach Community [www.coachcommunity.de](http://www.coachcommunity.de)

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

Cross Border Mediation

Cross Cultural Mediation

Commercial Mediation

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

Emotional Intelligence

High ambiguity tolerance

Cross cultural competencies

Active listening ... all of them still in development process

High self motivation

Creativity and Problem Solving Skills

Good time management

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

I regularly use coaching, mentoring and supervision to ensure my professional quality. More than that I annually attend to chosen training and conferences, also as participant. I read a lot and work in different groups of coaches and mediators to increase my competences and minimise my bling spot.

**16. Date of birth:**

16 February 1977

I have completed this questionnaire to the above to the best of my knowledge and believe it is accurate. I understand that the above information will be used for VIAC's internal use and may be given to interested persons or may be published on VIAC's website.

Date and signature

16 January 2017

dr Katarzyna Schubert-Panecka



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Intercultural Communication  
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Short English CV / German CV  
Dr. iur. Katarzyna Schubert-Panecka  
Business Mediation & Intercultural Communication

Karlsruhe, 17. Januar 2017

*LL.M. University of Szczecin (2001), Ph.D. University of Rostock (2006), Commercial Mediator Academy of Hertel in Hamburg (2008), Business Coach - Chambers of Commerce and Industry in Karlsruhe, Accredited Coach Training Program / ICF (2011) and many further education and training.*

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## Curriculum von Dr. iur. Katarzyna Schubert-Panecka

### Persönliches

Vorname Name Katarzyna Schubert-Panecka

Strasse Hirschstraße 58  
PLZ Ort 76133 Karlsruhe

Geburtsdatum: 16. Februar 1977  
Familienstand: verheiratet, zwei Kinder

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Mobil: (0049) 177 5287734  
Email: [ksp@schubert-panecka.eu](mailto:ksp@schubert-panecka.eu)



### Profil

- **Executive Coach und Trainerin für Konfliktlösung**

**Kunden:** Unternehmer und Geschäftsführer mittelständischer und großer Unternehmen, national und international

Executive Coach und Business Mediatorin im industriellen Umfeld

Erfahrung in Konfliktlösungen im Bereich B2B, auf Geschäftsführungs- und Managementebene sowie bei Teamkonflikten

Interkulturelle Mediation in international tätigen Unternehmen

Gründerin und Mitglied des Leitungsteams der Forschungsgruppe Mediation

Lehrbeauftragte am Karlsruher Institut für Technologie im Bereich Mediation und Interkulturelle Kompetenz

Promovierte Juristin  
Wirtschaftsmediatorin, Business Coach und Trainerin

Professionelle, respektvolle, akzeptierende und zukunftsorientierte Arbeitsweise mit hoher Lösungskompetenz



## Berufserfahrung

seit 02/2007

**Business Mediation & Intercultural Communication**

Inhaberin

**Kunden:** Industrieunternehmen, Institutionen, öffentliche Einrichtungen, private Bildungsanbieter und Handelskammer

- Business Mediation für Top Management, B2B und Gruppen
- Business Coaching für Führungskräfte
- Training für Führungskräfte und internationale Gruppen in den Bereichen (internationale) Zusammenarbeit, Kommunikation, Motivation, mentale Gesundheit und Mediation
- Rednerin und universitäre Lehrbeauftragte
- Internationales Projektmanagement
- International Mediation Competition (ICC Paris)

01/2010 – 08/2013 **ZAK | Zentrum für Angewandte Kulturwissenschaft und Studium Generale am Karlsruher Institut für Technologie / Karlsruhe**

**Wissenschaftliche Mitarbeiterin & Koordinatorin & Trainerin**

- Lehrbeauftragte für Konstruktive Konfliktlösung und Mediation (seit 2010 bis heute)
- Mitbegründerin eines internen Mediatoren-Netzwerkes
- Trainerin für universitäre Projekte in Zusammenarbeit mit namhaften Unternehmen (Microtec Südwest) zur Vermittlung von internationalen FuE-Managementkompetenzen
- Internationales Projektmanagement - Durchführung von diversen internationalen Projekten, Veranstaltungen und Lehre
- Gründung und Organisation von „Internationalem Netzwerk am KIT“, dessen Mitglieder im Bereich Internationalität, Interkulturalität und Integration agieren
- Koordination von Integrationsprojekten und Mentorenprogrammen
- Sprecherin für den Campus Süd des Wissenschaftlerinnen Netzwerks WIKIT am KIT





03/2007– 02/2011 RA Kanzlei Schindler & Boltze / Karlsruhe  
Juristin im grenzüberschreitenden Wirtschaftsbereich

- Mandantenbetreuung Polen
- Überprüfung & Begutachtung der Rechtslage
- Übersetzungsarbeit im rechtlichen Verkehr

11/2006– 03/2008 **Expertin für polnisches Recht und Übersetzerin**  
im rechtlichen Verkehr zwischen Deutschland und Polen

- ermächtigt beim OLG Köln
- eingetragen bei der Deutschen Stiftung für Internationale Rechtliche Zusammenarbeit e.V.

## Ausbildung

01 – 11/2011 **Business Coaching**  
Abschluss: IHK Business Coach

09/2007 – 09/2008 **Wirtschaftsmediation an Akademie von Hertel, Hamburg**  
Abschluss: Zertifizierte Wirtschaftsmediatorin

04/2003 – 05/2006 Juristische Fakultät der Universität Rostock  
Promotionsstudium, Abschluss: Dr. iur.  
Gesamtnote: Cum Laude

04/2003 - 06/2005 Promotionskolleg „Europa und die EU-Osterweiterung“ der  
Friedrich-Alexander-Universität Erlangen-Nürnberg und der  
Hanns-Seidel-Stiftung

03/2001 - 03/2003 Juristische Fakultät der Universität Rostock  
Gaststudium & ERASMUS

10/1996 - 11/2001 Juristische Fakultät der Universität Stettin  
Magisterstudium, Abschluss Magister der Rechtswissenschaften  
Gesamtnote: Sehr gut

Seit 1993 Diverse Weiterbildungsmaßnahmen und (inter)nationale  
Veranstaltungen u. a. zu den Themen

- Assertive & Interkulturelle Kommunikation
- Mediation (Cross Border Mediation)
- Gruppenarbeit (Betzavta u.a.)
- Internationales Projektmanagement
- Interkulturelle und Mediative Führungskompetenzen



## Sonstige Kenntnisse

Sprachkenntnisse:    Polnisch            Muttersprache  
                               Deutsch            sichere Kenntnisse  
                               Englisch           gute Kenntnisse

EDV-Kenntnisse        MS Office, MacBook

## Mitgliedschaften / Netzwerke / Interessen

- Seit 2011        Weinbrenner Beraternetzwerk Karlsruhe  
                       Coach Community Karlsruhe
  
- Seit 2010        Mitglied in Society for Intercultural Education Training and Research  
                       (SIETAR) und in regionalem Netzwerk „Coffee and Cultur“
  
- Seit 2010        Gründungsmitglied und Leitungsteam der Forschungsgruppe  
                       Mediation
  
- Seit 2008        Mitglied in Fördergemeinschaft Mediation D A CH  
                       (Deutschland, Austria, Schweiz), Sprecherin der D A CH Fachgruppe  
                       für Internationale Zusammenarbeit zwischen Deutschland und Polen  
                       sowie Mitglied in diversen Beratungsnetzwerken in der Technologie  
                       Region Karlsruhe
  
- Seit 2007        Gründungsmitglied in arbeitgemeinschaft mediation in Karlsruhe  
                       e.V.
  
- 06/2013-        Vorsitzende der arbeitgemeinschaft mediation in Karlsruhe e.V.  
   08/2015
- Seit 2006        Mitglied im Verband Polnischsprachiger Juristen e.V.
  
- 2007-2010      Mitglied im MiKK - Deutsch-Polnische Mediation in Kindschaftssachen



## Referenzen / Auszeichnungen / Veröffentlichungen

- |               |  |
|---------------|--|
| Referenzen    | <ul style="list-style-type: none"> <li>▪ Industrieunternehmen und RA Kanzleien (z.B. SEW EURODRIVE GmbH &amp; Co. KG oder Mineralölraffinerie Oberrein und hiesige Bauunternehmen)</li> <li>▪ Werkstatt Gewaltfreie Kommunikation &amp; Integrierte Mediation</li> <li>▪ Karlsruher Institut für Technologie (diverse Institute und Abteilungen)</li> <li>▪ Steinbeis Europa Zentrum</li> <li>▪ International Chamber of Commerce in Paris</li> </ul>  |
| Preise        | <ul style="list-style-type: none"> <li>▪ Ideenwettbewerb Stadtgeburtstag 2015 , Idee: Karlsruher Mediationszentrum und Internationale Mediationstage in Karlsruhe 2015</li> <li>▪ Promotionsstipendium „Europa und die EU-Osterweiterung“ der Friedrich-Alexander- Universität Erlangen-Nürnberg und der Hanns-Seidel-Stiftung</li> <li>▪ ERASMUS Stipendium, Zeitraum 03 - 07/2001</li> <li>▪ Stipendium für überdurchschnittliche Leistungen an der Universität Stettin, Zeitraum 10/1997 - 03/2001</li> </ul> |
| Publikationen | <ul style="list-style-type: none"> <li>▪ Die gesamte Liste der Publikationen seit 1995 finden Sie unter <a href="http://www.schubert-panecka.eu/Profil">www.schubert-panecka.eu/Profil</a></li> </ul>  |



Dr. iur. Katarzyna Schubert-Panecka  
Ihr Executive Coach für Konfliktlösung und Verständigung

Ich bin eine Brückenbauerin, die transdisziplinär sozialisiert und seit 2007 mediativ wie coachend tätig ist. Als Juristin lernte ich Lösungen für Mandanten und Mandantinnen zu finden. Als Business Coach und Mediatorin unterstütze ich meine Klienten und Klientinnen Ihre und für sie tragbare wie nachhaltige Lösungen zu finden. Ob als Individuum, als Team oder Unternehmen. Spezialgebiet: Verständigung und gelungene Zusammenarbeit. Auf Dauer.

Arbeitsprachen: Deutsch, Englisch und Polnisch  
Promovierte Juristin, seit 2007 selbstständig tätig als internationale Wirtschaftsmediatorin (DACH), Business Coach und Trainerin im Bereich der

- ✓ interkulturellen Zusammenarbeit & Kommunikation, Führung von Diversität
- ✓ Wirtschaftsmediation & Augenhöhe in der Arbeitswelt (inkl. Mentaler Stärken und Motivation /Mindsight, Mindfulness and Mental Power).

Mitgründerin und Leiterin der Forschungsgruppe Mediation, Sprecherin der DACH Fachgruppe International Polen und seit 1995 Autorin.