



<b>CEDR Accreditation:</b>	2017
<b>CEDR Panel:</b>	2024
<b>Languages:</b>	English & Basic Welsh
<b>Location:</b>	London

## Alice Lampard

*"You enabled a new type of conversation to emerge that I really couldn't imagine happening in any other way...and this occurred seamlessly.... really changing the dynamic without upsetting it."*

### Overview

Alice is known for her outcome-focused approach. She is both firm and gentle, drawing on her coaching and mediation expertise to manage complex situations and diverse personalities.

Until 2014 she was 'hands on' farming beef, sheep and arable and a director of the family construction company. She began mediating in 2017 having previously gained accreditation in Coaching Psychology and established herself as a coach capable of enabling transformational change in rural businesses. Past clients include Farming Connect, The King's Countryside Fund, Forest Research and Confor.

Alice's direct yet caring style fosters trust and respect, enabling her to connect with individuals from all walks of life, including the younger generation. She instils confidence in those she works with, inspiring purposeful thinking and driving productive outcomes.



## Expertise

- Farming Family Succession
- Farming And Agriculture
- Landlord And Tenant
- Boundaries
- Workplace Disputes
- Division Of Assets
- Housing Association and Tenants

## Dispute Experience

- Settlement of dispute arising from intestacy and proprietary estoppel, multiple defendants including trustees contesting a claim to title of part ownership of a family farm.
- Settlement of claim to succession with proprietary estoppel expressing unmet expectation and unfulfilled potential.
- Settlement addressing concern across generations involving both human and animal welfare resulting in succession agreement.
- Settlement to agree allocation of assets between remaining parent and siblings following principle partners death – a collaborative and proactive family revisiting expectations and changes to financial needs.
- Settlement of dispute arising on death of landowner from tenant's claim of share farming and assumed ownership of farm assets.
- Settlement of dispute between neighbouring landowners addressing flood mitigation.
- Mediation/facilitation on behalf of Government body delivered to Farming group addressing water quality issues arising from identified failing water catchment area.
- Dispute between building company and client involving claim of failure to comply with building regulations and withheld payment. Not settled.
- On Farm Workplace mediation including claim of grievance and allegations of intimidation.
- Workplace dispute arising from breakdown of communication between PA to estate trustee and office staff.
- Dispute around division of assets following partnership breakdown parties settled 2 days following mediation.

- Dispute involving claim by son within the context of relationship breakdown between father and their current spouse. Settled.
- Dispute over division of farm and other assets arising from parties within divorce proceedings. Agreement settled.
- Housing association and tenant dispute over unpaid fees and unfit accommodation. Settled.
- Housing association and tenant dispute involving unpaid rent. Settled.

## Personal Style

Alice asks those questions that instigate a realisation of what matters both in the moment and the future. She is flexible in her approach depending on the needs of the mediation and the parties within it. She prefers to have contact with the parties in advance where possible to clarify and build their confidence in the process of mediation. She is not a fan of long days and sets out time goals at the outset.

## Feedback

“You enabled a new type of conversation to emerge that I really couldn't imagine happening in any other way...and this occurred seamlessly... really changing the dynamic without upsetting it.”

“Alice is warm and engaging, we felt safe to talk about things we've been sitting on for years! “

“Her ability to listen, assess a situation and talk clearly and directly on a one-to-one basis produces good results. This coupled to a wealth of experience in farming, family and working life really gives her an edge in understanding each potential driver in a situation.”

“She is not afraid to ask direct and engaging questions but without being aggressive or threatening. This ability to cut through the noise and focus on the core topics of the dispute or concern really opens up the conversation.”

“Above all Alice is kind.”

“We had some big personalities present whom Alice managed excellently. A surprisingly productive day was had by all.”

“Alice organised, encouraged, and more importantly challenged all of us to participate actively...”

“Alice has a wonderful way of getting you to solve your own issues, whether you realise it or not. She is engaging, very approachable and professional.”

“...puts in maximum effort to assist parties achieve a mediated settlement of their own design.”

“Alice holds a deep appreciation for the challenges in the agricultural sector”.

“Alice is warm and engaging, we felt safe to talk about things we’ve been sitting on for years! “

“Alice has a relaxed confidence and driven attitudinal approach. She is an inspiring and engaging professional.”

“We definitely experienced and appreciated Alice’s no-nonsense approach.”

“...you were so helpful in reorientating the conversations to enable greater empathy from the family...”

”I am so grateful to you for your help and for the care and concern which you showed towards everyone involved in the process on the day.”

“Alice – work and outcome focused.”

“Alice’s style is firm yet gentle. She seemed to know how to manage all the characters in the room. Even our most challenging individuals found it hard not to trust and respond to her no-nonsense questioning.”

“She understands from experience, farming, rural thinking, and also non-farming attitudes. She is knowledgeable about perspectives. “

“Alice draws order out of muddled thinking. “

“Her capable and direct approach to dealing with people and the topics of discussion or disagreement is refreshing and an invaluable skill.”

“Alice’s exploratory style was instrumental in enabling us to end the meeting with a clear set of objectives and measurable actions, all within the agreed timeframe. Alice’s skill in keeping discussions on track and moving forward created momentum which carries on as we continue to work together”

“I found Alice highly engaging and inspiring.”

“She has driven us to think and to have purpose, this in turn has given us confidence.”

“Alice is an excellent mediator and active listener. We have worked together on public panel discussions and ideas for career development in the rural sector. She demonstrates a wide range of skills in relation to coaching, framing concepts and developing solutions to challenging circumstances.” *Andrew Sowerby*

“She has the powerful quality to breathe confidence into your thinking.” *C. Kidd*

“...you were so helpful in reorientating the conversations to enable greater empathy from the family...” *I. Davies*

“Having experienced Alice mediate, facilitate and coach I am always grateful of her clarity and kind but direct engagement. Her ability to engage in a situation looking for the outcomes focuses her clients and adds real value to each interaction.” *Anthony Geddes*

“Alice Lampard has many skills as a Mediator which I cannot fault, and I have been able to see and listen to her engaging with people of all ages and from all walks of life. She has the gift also to connect with the younger generation and bring the very best out of them.” *The Hon. Dame Shân Legge-Bourke DCVO.*

