



THE 2024 AFRICA MEDIATION

symposium

**31ST
OCTOBER**

THEME

Mediation Discourse:

Advancing Practices in the African Landscape



Nairobi Safari Club,
Lilian Towers, University
Way, Nairobi



TIME	SESSIONS	FACILITATOR	MODERATOR
8:30 – 9:00	Registration and Log In	Secretariat & HOST	Secretariat – Kevin Nyakundi & Hesbon Peterson
9:00 – 9:50	Opening Ceremony <ul style="list-style-type: none"> ✓ ICMC Chairperson Welcome Remarks ✓ ICMC Patron's Remarks ✓ Chief Guest Official Opening Remarks 	Dr. Lydia Mwanji Mr. James Mang'anya Lady Justice (rtd) Joyce Aluoch	Master of Ceremony
9:50 – 10:10	Key Note Speech	President, Law Society of Kenya	
10:10 – 10:40	Health Break		
10:40 – 11:30	Presentation 1 Development of mediation in Singapore	Uda Heng	James Mang'anya
11:30 – 11:40	Presentation 2 Landscape of mediation in India and the way forward	Varun Bhandari Gugnani	James Mang'anya
11:40 – 12:10	Presentation 3 Mediating Criminal matters	Pascal Cornvillius	Hon. Shillah Atamba
12:10 – 12:40	Presentation 4 Sustainable development and Peace	Dr. Ddeepika Saini	James Mang'anya
12:40 – 13:00	Presentation 5 IMI: Driving transparency and high competency standards in mediation, worldwide	Ivana Ninčić	
13:00 – 13:20	Plenary (Open MIC) How to establish and develop Private Mediation		Ms. Mumtaz Khan
13:20 – 14:20	Lunch Break		
14:20 – 15:40	Panel discussion Do Mediators Really Practice Differently Around the World: An Exploration of Mediation Concepts, Styles, and Strategies	Panelists: Lady Justice (rtd) Joyce Aluoch Victor Baba Junior Justice Mutabazi Justice Nyakundi Dr. Arb. Koki Muli Dr. Bilha	Mumtaz Khan
15:40 – 16:15	Break-Out Rooms (Five rooms on line and five groups Physical Simultaneously) <ul style="list-style-type: none"> ✓ How Much Preparation is Necessary for a Mediator. ✓ Lessons from Mediations That do not Settle. 	Amir Faraj Shaloo Shamji Justin Nyatege; Apollo Kiari; Zephania Mochoge; Robinson Suwa	Master of Ceremony Comms and Tech team – Ms Lilian Wanja Hesbon Peterson K. Nyakundi

TIME	SESSIONS	FACILITATOR	MODERATOR
	<ul style="list-style-type: none"> ✓ What to do When Values Conflict with Neutrality ✓ Are Mediators Advocates for Settlement or a Good Process? ✓ Mediation Practice in Africa: Where do we go from here? 	<p>Ms. Thandekile Moyo Ms. Helga Akoo Ms. Yanji Mwenze</p>	<p>Comms and Tech team – Ms Lillian Wanja Hesbon Peterson K. Nyakundi</p>
16:15 – 17:15	<p>Closing Ceremony</p> <ul style="list-style-type: none"> ✓ Chairperson ✓ Patron ✓ Guest (Victor Baba Junior) ✓ Closing Remarks (Justice Reuben Nyakundi) ✓ Award Ceremony ✓ Vote of Thanks 		<p>Master of Ceremony</p> <p>Dr. Lydia Mweri and Ms. Mumtaz Khan</p> <p>Amir Parpia</p>
17:15 – 17:30	Afternoon Tea		Ms. Mumtaz Khan
	<p>Departure End of Symposium</p>		

MASTER OF CEREMONY: Mr. Michael Ahwendera;

COMMUNICATION AND TECH TEAM: Ms. Lillian Wanja; Mr. Hesbon Peterson and Mr. Kevin Nyakundi

Lady Justice (rt) Joyce Aluoch



Hon. Lady Justice Joyce Aluoch, CBE, EBS, Trail Blazer (Rtd) Judge, Certified International Mediator (IM), Accredited Mediator, Certified Advanced Mediator and Chartered Mediator, Member, Chartered Institute of Arbitrators London, and the Kenya Branch. Prior to her elections as a Judge and First Vice President of the International Criminal Court at The Hague, she was a Court of Appeal, High Court Judge and Magistrate in Kenya, having been the second woman in Kenya to hold the positions. Upon her retirement from the international bench in 2018, she successfully moved her legal profession to other forms of Alternative Dispute Resolution mechanisms, particularly mediation. She conducts international mediations, Court Annexed Mediations in Kenya, and private mediations.

In July 2022, she was appointed by Inter Governmental Authority on Development (IGAD) as a member of the Judicial Reform Committee under the Revitalized Agreement for the Resolution of the Conflict in the Republic of South Sudan, charged with the responsibility of reforming the judiciary of South Sudan.

She serves in many international and regional organizations including International Advisory Board, Office of the Ombudsman of the United Nations Funds and Programs, Co-Chair of the Board of Mediators Beyond Borders International (MBBI), Board Member of Dialogue Through Conflict Foundation, Patron - Women in Alternative Dispute Resolution - Kenya, and Adjunct Professor, University of Western Cape, South Africa.

She is a recipient of several international and national awards including, CBE, EBS and Trail Blazer, Awarded by three late Presidents of Kenya. In November 2022, in Florence-Italy, she received an International Peace Award from Premio Internazionale Semplicemente Donna, and in January 2024, was appointed a member of the Jury of the Semplicemente Donna International Award. In March 2024, she was appointed to the Global Advisory Council of G100 Global Networking and in July 2024, the Chartered Institute of Arbitrators-London (global) appointed her a member of the Peer Review Panel, which investigates and makes reports on allegations of misconduct of its members globally.

Dr. DDeepika Saini



Dr. DDeepika Saini is a distinguished Advocate, Arbitrator, Mediator, and Social Activist with a focus on women's empowerment, legal education, and social justice. She is the founder of the Institute for Alternative Dispute Resolution in New Delhi, India, and a published author of three best-selling books on Amazon. Dr. Saini holds multiple academic credentials, including a BBA, MBA, LLB, PGD&M in Finance & Banking, PhD, and LLM in ADR. She serves as the National President of the Arbitration & Conciliation Council and the Country Chair for India at Humanity, Technology and Innovation.

With 17 years of expertise in Credit, Legal, Risk & Compliance Management, Dr. Saini has worked as a corporate strategist alongside C-suite leaders to implement ADR and legal frameworks across diverse industries, including system automation, logistics, IT, and medical sectors. Her extensive global experience spans over 100 countries, where she has excelled in debt recovery, accounts receivable, risk management, dispute resolution, and conflict management.

Dr. Saini is deeply committed to nonprofit work, particularly in supporting underserved women and children in Asia. She focuses on education, mentoring, volunteering, and fundraising, empowering women to achieve self-reliance. Her vision extends to creating a global ecosystem that connects communities, NGOs, corporates, educational institutions, and government bodies to foster innovation and inclusive leadership. A strong advocate for rural women's economic participation, Dr. Saini aims to eliminate extreme poverty through digital and social inclusion, empowering women to become self-sustaining leaders by championing diversity and dialogue through local and global alliances. She strives to accelerate lasting change and ensure the dignity of labor for women worldwide.

Hon. Justice Harrison Mutabazi



Justice Mutabazi is a High Court Judge of Rwanda since 2017, currently serving as an Inspector of Courts, Judicial Spokesperson for the Courts and the current President of the Rwanda Judicial Officers Association. He is the point person of the advisory committee that oversees the implementation of mediation in the Rwandan Courts and has served in his capacity as an advisor to the Hon. Chief Justice of Rwanda.

He is the point person of the Judiciary appointed to oversee the implementation of Plea-bargain in the Rwandan Courts. He is the Immediate Past Secretary General of the East African Judges and Magistrates Association (EAMJA), he is also a Weinstein JAMS International Fellow (2015).

Amb. Dr. Koki Muli Grignon

Amb. Dr. Koki Muli Grignon is a distinguished scholar, diplomat and expert with impeccable credentials, competencies and expertise in electoral law, elections, democracy, governance and human rights. She possesses a PhD in Law (focusing on electoral law, elections management, democracy and governance) from University of Dar-es-Salaam, a Masters in Human Rights from University of London, a Bachelor of Laws from University of Nairobi, a Diploma in Law from Kenya School of Law and numerous certificates from various professional bodies/institutes including in Elections, Democracy and Governance, Management, Mediation, Conciliation, Compliance and Senior Leadership.

She has over thirty four (34) years of extensive and comprehensive experience, electoral training, civic/voter education, electoral observation, democracy, governance, human rights and the rule of law. She also has extensive and comprehensive experience and expertise in strategic leadership, disputes resolution and negotiation, strategic design, planning, management and administrative functions, strong people and fiscal management. Amb. Dr. Muli Grignon is a human rights activist who was deeply involved in the democratization and constitution making processes in Kenya since 1990 and played critical roles in voter education and voter registration campaigns in Kenya and beyond. She has observed numerous elections in Kenya, Africa, United States of America and the United Kingdom of Great Britain and Northern Ireland.

Amb. Dr. Muli Grignon is a Senior Lecturer and the Dean of the School of Law of South Eastern Kenya University (SEKU) having served in various leadership positions in SEKU (2018-2012 and again 2020 to date). She was Kenya's Ambassador and Deputy Permanent Representative to the United Nations Headquarters, New York (2012 – 2016), Executive Director of the Institute of Education in Democracy (ID – 2002 – 2008), International Commission of Jurists (Kenya Section) (1992 – 1995) and Nairobi Law Monthly (1990 – 1991) and was deeply involved in Kenya's campaign for the non-permanent seat to the United Nations Security Council that culminated in Kenya's election in June 2020 to serve in the UN Security Council in 2021/2022. She has served in the National Gender and Development Commission as a Board Member (2003-2006), Press Law Task Force and was a Human Rights Advocate at Columbia University in New York in 1992.

Amb. Dr. Muli Grignon is an Advocate of the High Court of Kenya and a Member in Good Standing of the Law Society of Kenya for over 31 years, a Commissioner for Oaths and a Notary Public. She is also a Professional Mediator, a Certified Public Secretary and a fellow of the Institute of Certified Public Secretaries of Kenya and was 1st Runner-Up Corporation Secretary of the Year, 2023 in Kenya. She is a member of and serves in several Professional Bodies and Boards. She is a weekly columnist in the Sunday Standard (Kenya) and is extensively written.



Linda Heng

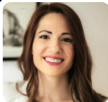
Linda's passion in appropriate dispute resolution was ignited in 2004 at the Harvard Program on Negotiation. She is a Principal Mediator and Trainer with the Singapore Mediation Centre where she focuses on shareholder, intellectual property, contract, employment and healthcare disputes. She is an Associate Mediator and Trainer with the Eagles Mediation and Counselling Centre where she focuses on family and interpersonal disputes. Linda is also appointed to the Hong Kong Mainland China Joint Mediation Centre's International Panel.

In her capacity as a private mediator, arbitrator and conflict coach, Linda is often engaged for high stakes relational disputes (i.e. start-up founders, trustees and family businesses disputes). Linda recognises that when disagreements escalate to disputes, it has more to do with a breakdown in trust and communication. She is able to break down issues, while navigating cultural and interpersonal dynamics.

Linda volunteers extensively in the dispute resolution industry. She has received volunteer awards from the Singapore Mediation Centre and the Singapore State Courts, and co-founded the Society of Mediation Professionals (Singapore) in 2013 where she serves in the Executive Committee. She is appointed to the Patron Dispute Committee for the Gambling Regulatory Authority (Singapore).

In recent years, Linda has taken on an interest in how technology and artificial intelligence can guide disputant behaviour. With this in mind, she co-founded a start-up ResoX (Resolution Exchange) in 2022 to develop an end-to-end online dispute resolution platform servicing disputants.





Ivana Ninčić

Ivana Ninčić Četerić is the Executive Director of the International Mediation Institute. She is a lawyer, mediator and public policy consultant for judicial reform, specializing in mediation and judicial efficiency. Since 2013, she supported the Ministry of Justice of Serbia in EU integration, within which she has worked on devising a more sustainable mediation system as well as an active promotion of mediation, including through leading the initiative to sign the Singapore Convention. Between 2014 and 2020, Ivana has served as a national correspondent and deputy member of the European Commission for Efficiency of Justice (CEPEJ).



Mr. Victor Baba Emmanuel Alijo

Victor Baba Emmanuel Alijo, Weinstein Senior Fellow is a bridges builder, mediator, and Christian minister. A peace-maker, he is also a consultant on justice, community empowerment, and peace-building programs. After his first degree, he ventured into community organizing, cross cultural dialogue, and bridges building initiatives in communities. He then received mediation training from the Mediation Training Institute East Africa under James Mang'ere. He is presently working as an expert with the negotiators involved in the High-Level Mediation of the conflict in South Sudan.

He is passionate about peace, reconciliation, forgiveness, and leadership. His commitment of service to God and humanity has been featured by the African Leadership Centre Kings College (UK), Africa Briefing Magazine (UK), and Basal Peace Forum (Switzerland). Mr. Baba mediates commercial, community, and family disputes with commercial firms and non-profits in Kenya and beyond. Mr. Baba has benefited from mediation and conflict management programs from Mediation Training Institute, Harvard Program on Mediation, and Straus Institute for Dispute Resolution. A teacher at heart and mentor, he pioneered and teaches a diplomacy, negotiation, and mediation program at the Institute of Public Policy and International Affairs housed at the United States International University- Africa. He has designed programs and trained mediators from Africa, Asia, and Europe with organizations such as Accords International and Global University Somalia. As a firm believer in the concept 'Every generation has a responsibility to set up the next generation for success', he continues to mentor young peacemakers and mediators from Africa and the globe. He recently mentored Africa's champions who participated in a continental mediation competition.

Mr. Baba holds a law degree and master's degree in international relations (Magna cum laude) from the United States International University-Africa. Additionally, he holds multiple certificates on leadership and refugee studies from Oxford University.



Pascal Comvalius MSc

Pascal Comvalius MSc is an IMI-Certified Mediator and a Certified Hostage /Crisis Negotiator. He obtained a Masters Degree in "Communication, Behavior and Credibility analysis". Pascal practices and teaches in the USA, Europe, Middle East and Asia.

He is specialized in family and criminal law mediation. He is the former vice-president of the Academy of Professional Family Mediators, a former member of the International Standards Executive Committee of IMI and is the current chair of the IMI appraisal committee. Pascal also a visiting faculty member at Maharashtra National Law University in Mumbai for the Masters Degree in Mediation and Conflict Resolution. Pascal is the author of the book 'Mediation in criminal cases'.

Varuna Bhandari Gugnani



A practicing lawyer since 1991 and a Full time Mediator since 2009, she has served as Court appointed Mediator, Private Mediator, Arbitrator and Conciliator. One of the first trained mediator of the Supreme Court Mediation Centre and is a Senior Mediator, Trainer and Observer at Supreme Court of India. She is known for her extraordinary skills to resolve even the most complex disputes in shortest time and restoring the communication and relationship between the disputing parties which has been recognized even by the Courts by recording appreciation for her work.

A pioneer in Mediation who conducts more than 100 mediations a year in all genres of disputes (including matrimonial and family, contractual, commercial, industrial and intellectual property) and conducts numerous awareness programs to adopt Mediation as the first mode of dispute resolution. An IAM Distinguished Fellow, Varuna has been awarded 'Star Woman Lawyer of the Year' at the Legal Era Woman in Law Excellence Awards, 2021.

Dr. Theo Bitho



Dr. BITHO is an attorney and the founder of BITHO LAW, a law firm specializing in business law in Paris. He acts as an arbitrator or counsel in arbitration matters. Dr. BITHO has nearly two decades of experience in the United States, France, and Togo. He specializes particularly in commercial and investment arbitration and Mediation, as well as in legal engineering related to business law, including cross-border infrastructure and energy projects, project financing, international investment and OHADA business law, and Ohada mediation. Dr. BITHO characterizes himself as an interface between Anglo-American law, Romano-Germanic law, and African law.

Dr. BITHO also assists English-speaking foreign investors navigating the complex African legal landscape, as well as African companies that wish to expand within Africa or internationally.

He is the author of two theses: one from the University of Paris I Panthéon-Sorbonne (France) on "Protection of Trade Secrets in International Commercial Arbitration," and the other on "Piercing the Corporate Veil in LLC" from Austin Law School in Texas (USA). Dr. BITHO is also a university professor and an author.

Faith Odhiambo



Faith Odhiambo is the President of the Law Society of Kenya and former Board Secretary of the Federation of Women Lawyers-Kenya. She serves as a lecturer at the School of Law at the University of Nairobi and teaches Law of Business Associations, Banking Law, Competition Law and Consumer Protection Law. She is also a Partner at Ombok and Owar LLP Advocates, based in Nairobi. Faith has experience in litigation, corporate and commercial law, telecommunications law and competition law.

She has also developed expertise in Banking Law, Financial services, Mediation and Arbitration. She was previously working with the Competition Authority of Kenya advising on the interpretation of the legal provisions in regarding violations under restrictive trade practices, merger transactions and consumer protection complaints, advising on merger applications, cases on restrictive trade practices. Faith was part of a team researching competition bottlenecks in mobile financial services in Tanzania, Uganda and Zimbabwe for the Bill & Melinda Gates Foundation. She has also been involved in a Retail Market Study of Kenya in 2017, Advisory Projects for Competition in the Mobile financial services in Tanzania, Advisory projects on Spectrum Management in Kenya. Advisory on the National Roaming, Telecommunications Tower Sharing and Termination Rates Network Cost Study 2022- together with Acacia Economics and TSB Technologies for Communications Authority which involved review the laws and regulations, advisory on competition concerns.

Faith holds an LLB (Hons) from the Catholic University of Eastern Africa, a Diploma in Law from the Kenya School of Law and an LLM (Hons) in International Commercial Law with European Law from University of Kent (UK). She is also a Certified Public Secretary, is a member of the Chartered Institute of Arbitrators-UK (MCiArb). She is a PhD student at the University of Nairobi.

Her research interests include Competition Law, Consumer Protection Law, Telecommunications Law, Banking law, Financial Services, Arbitration and Alternative Dispute Resolution, Women and Children's rights, Climate Change, Human rights, intellectual property rights, Economic law.

Highlights from 2023 Mediation Summit



Thank You!