

MEDIATION AGREEMENT BETWEEN ROBERT FORD AND MARY PETERS ON
8TH JUNE 2009

The purpose of the mediation was to re-establish a constructive and co-operative working relationship between Robert and Mary. The following commitments and actions set out your agreement on how to do this.

1. Robert undertakes to:
 - a. Make sure he doesn't expect failure from Mary
 - b. Be aware of e-mail traps
 - c. Separate tasks to the extent possible
 - d. Put spaces in technical discussions to allow Mary time to think
 - e. Take care that all issues in reports have been extensively discussed
 - f. Trust that Mary is telling the truth and doing the best for the project
 - g. Robert agrees that Mary's career development is important and should be supported. He won't get upset at publications and conference submissions, even if they don't include him.
2. Mary undertakes to:
 - a. Not mind cross-checking by Robert
 - b. Talk to Robert more
 - c. Trust that Robert wants the best for the project and that he is not trying to continually undermine her
 - d. Be predictable (consistency is important)
 - e. Believe that success will be appreciated
 - f. Accept transparency (provide comments, talking, being open) – codes and results need to be explained and things can and should be checked
 - g. Talk early while ideas are growing
 - h. Not to let things drift too long – old things are not necessarily forgotten
 - i. Consider ways of improving her confidence when speaking in front of colleagues and at conferences by, for example, choosing to attend a public speaking course.
 - j. Expect team-ness to grow, rather than magically appear
 - k. Mary agrees that career development will to be done in a way that is consistent with project responsibilities and budgets.
3. It was also agreed that if things become difficult between Robert and Mary or they are confused by the behaviour of the other, they would send each other a blank e-mail saying 'What ☺' . They would then each have an opportunity to explain themselves or discuss their concerns.
4. This agreement will remain confidential.

Signed

ROBERT FORD

MARY PETERS