

FACILITATED SOLUTIONS

Mediators & Conflict Management Specialists

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DAVID DYCK, MA, CMed MEDIATOR AND CONFLICT MANAGEMENT SPECIALIST

Helping people prevent, manage and resolve conflict



David Dyck (Partner) has been employed in the field of conflict resolution since 1991. His current focus is on mediating workplace conflicts (both interpersonal and group), multi-stakeholder consultation/dialogue, individual coaching, executive team development, and designing and conducting conflict management and leadership courses in the private, public, and community-based sectors. He holds Bachelor of Arts and Master of Arts degrees in Conflict Resolution Studies and a Diploma in Mediation Skills. Dave is a Chartered Mediator with the ADR Institute of Canada.

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PROFESSIONAL EXPERIENCE

Partner, Facilitated Solutions, Winnipeg, MB
2003 – Present

Associate Trainer, Resolution Skills Centre of
Mediation Services, Winnipeg.
1997 – Present

Sessional Instructor Centre for Conflict Resolution
Studies, University of Prince Edward Island
1999-2008

Training Consultant, Nova Scotia Restorative
Justice Initiative
1999-2003

Regional (Maritimes) Consultant, Circles of Support
and Accountability/Correction Services Canada
1999-2003

Training Associate, Centre for Justice and
Peacebuilding, Eastern Mennonite University,
Virginia, 1997-2004

Mediator & Trainer, Private Consultant, 1998-2003

Caseworker, Mediator and Trainer, Mediation
Services. 1991 – 1997

COMMUNITY EXPERIENCE

Volunteer, Interfaith Immigration Council
Family Matching Program, 2017-present

Head Coach, Football Manitoba, Flag Youth
2014, 2015, 2017-present

Head Coach, Corydon Heritage Ice Federation
2014-present

Supervisor/Coach, Robert A. Steen Centre
Youth Floor hockey Drop-In Program
2017-present

Board Vice President, West Broadway Community
Organization (Neighbourhoods Alive!), Winnipeg
2011-2014

Volunteer Mediator, Mediation Services, Winnipeg
2003 – 2014

INTERVENTION, TEAM-BUILDING and TRAINING EXPERTISE

Intervention & Development:

- Mediation of Interpersonal Workplace Disputes (*public, private, not-for-profit sectors*)
- Facilitation of Group Workplace Disputes (*public, private, not-for-profit sectors*)
- Team Development (public, private, not-for-profit sectors)
- Conflict Coaching & Leadership Coaching (public, private, and not-for-profit sectors)
- Mediation of Community Disputes (*neighbours, faith based and community organizations, families*)
- Court Diversion Victim/Offender Mediation and Conferencing and Post Plea Victim Offender Dialogue

Course/Workshop Development, Coaching and Instruction:

- Interpersonal Conflict Resolution
- How to Deal with Difficult People
- Mediation Skills Level I and II
- Mediating Groups
- Mediation Practice
- Case Development: Preparing Clients for Mediation
- Victim/Offender Mediation for Volunteers
- Advanced Victim/Offender Mediation: Deepening Our Practice
- Dealing With Anger in the Workplace
- Mediation Skills for Workplace Leaders
- Coaching for Conflict Resolution: Moving Beyond Empathy and Advice to Getting Results
- From 'Us & Them' to 'We': Strategies & Tools for Addressing Group Conflict
- Leading from Centre: How to Show Up as Needed
- The Big 5: Workplace Leadership Skills to Put Consultants Out of Business

POST-SECONDARY EDUCATION

- 2000 Masters of Arts (Conflict Transformation), Eastern Mennonite University, Harrisonburg, VA
1993 Bachelor of Arts (Conflict Resolution Studies and Religious Studies, Gold Medallist),
University of Winnipeg.

OTHER VOLUNTEER EXPERIENCE

- 2004 – 2006 West Broadway Community Drop-In, Winnipeg, MB
2002 – 2003 Circles of Support and Accountability, Halifax, NS
2000 – 2003 Board Member, Jack and Muriel Duckworth Foundation, Halifax, NS
1994-97, 99 Volunteer Visitor, Open Circle (prison visitation), Winnipeg, MB
Jan, 1995 Mennonite Central Committee, Cross-Canada Youth Peace Tour Leader
1989 – 1990 Mennonite Voluntary Service (full-time), Markham, IL and Hamilton ON

PROFESSIONAL MEMBERSHIPS

- 2008 – Present Association for Conflict Resolution
1997 – Present Mediation Services: A Community Resource for Conflict Resolution, Winnipeg, MB
2004 – 2008 InterAction: Network for Conflict Resolution

PUBLICATIONS

- Dyck, D. & Koop Harder, S. (2017). "Leveraging HR Partnerships to Optimize Organizational Health: Best Practices in Conflict Management". In *HR Matters*, Vol. 7, No. 2.
- Dyck, D. (2015). "Combining the Strengths of the Insider and Outsider in the Peacebuilding Process" In Richard McCutcheon, Jarem Sawatsky, & Valerie Smith, (Eds.), *Voices of Harmony and Dissent: How Peacebuilders Are Transforming Their Worlds*: CMU Press, Winnipeg, Manitoba.
- Dyck, D. & Stutzman, E. (2012). "Ending Workplace Cold War" in *Canadian HR Reporter*, February 27, 2012.
- Dyck, D. (2009). "Cultivating the Heart of the Peacebuilder: Why Incorporating 'Being' into Conflict Resolution Training Matters" in *Restorative Reflections* (Mediation Services newsletter) – spring edition: Winnipeg, Manitoba, Canada.
- Dyck, D. (2008). "Taming the Parrot: On Befriending the Mind" in *Restorative Reflections* (Mediation Services newsletter) – spring edition: Winnipeg, Manitoba, Canada.
- Dyck, D. (2007). "Conflict – Questions and Answers" in *West Central Streets* (community newspaper) – spring edition: Winnipeg, Manitoba, Canada.
- Dyck, D. (2006). "Reaching Toward a Structurally Responsive Training and Practice of Restorative Justice" In Dennis Sullivan & Larry Tift (Eds.), *Handbook of Restorative Justice*: Routledge, London and New York.
- Dyck, D. (2004). "Are We Practicing What We Preach?" In Barbara Toews & Howard Zehr, (Eds.), *Critical Issues in Restorative Justice*: Monsey, New York and Cullompton, Devon, UK: Criminal Justice Press and Willan Publishing. Pp. 273-287..
- Dyck, D. (2001). "Core Principles of Case Development for Victim Offender Conferencing" In *VOMA Connections*, no. 9 (Autumn): 6, 8.
- Dyck, D. (winter, 2000). "The Mediator as Nonviolent Advocate: Revisiting the Question of Mediator Neutrality" In *Mediation Quarterly*, 18 (2), 129-149.
- Dyck, D. (2000). "Circles of Support and Accountability: The Need to Make Room for More Victim/Survivor Input" In Victim Offender Mediation Association (www.voma.org/docs/dyck.pdf)
- Dyck, D. (2000). "Reaching Toward a Transformative Training and Practice of Restorative Justice" In *Contemporary Justice Review*, 3 (3), 239-265.
- Dyck, D. (January-June, 2000). "Islam and Christianity as Sources of Conflict and Resources for Peace on the Island of Mindanao in the Philippines" In *The Journal of the Henry Martyn Institute*, 19 (1), 63-90.
- Dyck, D. (2000). "Anger and the Colour of Fear" In Carolyn Schrock-Shenk, (Ed) *Mediation and facilitation training manual: Foundations and skills for constructive conflict transformation* (4th edition) (p.117). Akron, Pennsylvania.

Dyck, D. (August, 1999). "Moving From Crisis Reaction to Crisis Response: A Six Point Non-Violent Alternative to the Bombing Campaign" In *Refuge: Canada's Journal on Refugees*, 18 (3), 26-29.

Dyck, D. & Schirch, L. (1998). "Defusing Conflict in Security Crises"; "Power and Image in the Field"; and "Self and Team Management to Reduce Vulnerability" in *Safety in an Insecure Environment*, Washington, D.C.: InterAction.

Dyck, D. (December, 1995). "Surviving Conflict in the Workplace" In *Inner City Connection*