

# FACILITATED SOLUTIONS

Mediators & Conflict Management Specialists

141 Marion Street, Winnipeg, Manitoba R2H 0T3  
p 204-774-5389 • f 204-453-6082 • [www.fscanada.org](http://www.fscanada.org)

## DAVID DYCK, MA, CMed MEDIATOR AND CONFLICT MANAGEMENT SPECIALIST

Helping people prevent, manage and resolve conflict



Office telephone: 204.774.5389  
Direct telephone: 204.774.7238  
Email: [ddyck@fscanada.org](mailto:ddyck@fscanada.org)

### 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

**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.

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 Floorhockey Drop-In Program  
2017-present

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

Volunteer Mediator, Mediation Services, Winnipeg  
2003 – 2014

Prevent. Manage. Resolve.

## 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](http://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*