

Rebecca Attree

'Excellent on all fronts: commercially astute as well as sensitive to each party's issues'

Chambers & Partners, High Net Worth 2022



Overview



Rebecca is a highly effective and experienced mediator of commercial disputes both domestically and internationally. Described as "outstanding" and "hugely impressive", Rebecca has been regularly mediating face to face and online for over a decade.

Rebecca has over 35 years' experience in assisting global businesses and individuals to resolve disputes and reach agreements. A Cambridge graduate, City of London qualified solicitor, and with substantial business experience, Rebecca brings commercial acumen, pragmatism and the appreciation of the interplay of diverse human relations to her mediations.

Rebecca trained as a mediator with ADRg in the UK and INADR in the US. She was also one of the first mediators in the UK to become fully accredited to mediate online in 2013 and has regularly mediated online since then. This experience has become greatly sought after given the increased need for online mediation since the onset of Covid-19.

Rebecca has experienced the full 360 degrees of mediation. Whilst she is usually the mediator, she has also been a solicitor to clients at mediations, a mediation advocate, party, and co-mediator. This "all angles experience" gives her a deep understanding of the kinetics and what really matters in each mediation room.

Rebecca mediates a wide range of disputes. The sums in dispute may be large or small, and there may be aspects of reputation and non-monetary assets at stake. There may be two or multiple parties. There may be insurers involved. The largest number of parties to a mediation between businesses was 30 corporate parties (competition law) and between individuals was 10 siblings (properties). Rebecca is comfortable mediating parties from a wide range of cultural and linguistic backgrounds, beliefs and diversities and speaks fluent Italian and good French.

As a result of Rebecca's career history and commercial experience she has particular expertise in mediating disputes that relate to company / commercial, family business, trusts, property, aerospace, defence and aviation and the creative industries.

Mediation Style and Approach

Rebecca has outstanding communication and inter-personal skills and blends empathy with effective challenge to facilitate resolutions. Rebecca's style is calm, confident and empathic, quickly putting people at ease and creating an environment conducive to settle the dispute.

Incisive and analytical, she helps the parties at an early stage identify what they want to get out of the mediation and focus on practical solutions. She is articulate, persuasive, and will reality test and probe in order for the parties to evaluate their arguments and negotiating position. Rebecca flexes her style to what is needed at any given moment in each room to facilitate a resolution, working effectively with the parties and their advisers.

Beneath her warm, relaxed demeanour lies a steely tenacity to facilitate a resolution and an energy and optimism that she imbues in every mediation. Rebecca is praised for her great ability to encourage the parties to see the dispute from the other side's point of view.

Rebecca has a highly effective online presence and is an experienced user of a number of technology platforms. She keeps parties focused on the issues at stake online and maintains momentum to find a solution satisfactory to all.

Practice Areas

- Aerospace & aviation
 - Boardroom disputes
 - Breach of contract
 - Business disputes
 - Commercial agency, EU Regulations & distribution agreements
 - Commercial contracts
 - Competition law
 - Construction contracts, real property, landlord and tenant & timeshare agreements
 - Consumer
 - Contentious probate, wills & Inheritance Act claims
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- Directors' duties
- Division of assets & businesses following relationship breakdown
- Employment
- Expropriation, diversion of business and goodwill
- Family business
- Finance agreements
- Fine Art
- Franchising
- Information Technology (IT)
- Insolvency
- Insurance
- Intellectual property, trademark, patents and copyright
- Inter-generational relationships
- International & cross border
- Joint ventures
- Landlord & tenant
- Loans and financial arrangements
- Manufacturing
- Media, entertainment, arts & the creative sector
- Nuisance
- Outsourcing
- Partnership & Shareholder disputes
- Product liability
- Professional negligence
- Property Management between Freeholder and Leaseholder

- Recovery of professional fees
 - Rights of way, boundaries & adverse possession
 - Sale of goods and services
 - Space and defence
 - TOLATA and Trusts
 - Workplace
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Legal directories

The recent editions of the directories state:

Legal 500, 2022:

'Particularly user-friendly and experienced', Rebecca Attree joined IPOS Mediation's panel in September 2020. *'Calm, persuasive and fair'*, she is fully accredited to mediate in the UK, US and online, and consistently conducts a wide range of commercial and workplace domestic and international disputes. She has notable expertise in complex, multi-party matters, in relation to property, family businesses and trusts, contracts for goods and services, directors' duties, IP issues, and professional fee work.

Legal 500, 2021:

Rebecca Attree is *'a professional, efficient and very approachable mediator. She has an effective and adaptable approach, and is always prepared to keep up efforts to get the deal done'*. Fully accredited to mediate in the UK, US and online, Attree regularly mediates a wide range of commercial and workplace domestic and international disputes. She has particular expertise in complex and multi-party matters, which involve cross-cultural, international and relationship issues. These frequently relate to contracts for goods or services, directors' duties, property, family business and trusts issues, IP matters and professional fee work.

Legal 500, 2020:

'Goes about her mediation using her calm authority, good manners, skillful communication and excellent grasp of the issues to focus the minds of the parties to reach a settlement'

Chambers & Partners, High Net Worth 2022:

Rebecca Attree handles both domestic and international contentious probate matters, often involving high-value estates. Solicitors value her approach to these disputes; one notes that *"Rebecca has a calm, professional manner which provides a sense of trust in the knowledge in which she delivers,"* and another source reports that Attree is *"excellent on all fronts: commercially astute as well as sensitive to each party's issues."*

Chambers & Partners, 2022:

Rebecca Attree maintains a solid mediation practice with experiencing acting in disputes in the property, aviation and commercial contract spaces. She primarily handles cases in the UK and USA. *"She was very efficient and good at encouraging us to think ahead."*

Chambers & Partners, 2021:

Rebecca Attree maintains a solid mediation practice with experiencing acting in disputes in the property, aviation and commercial contract spaces. She handles cases in the UK and USA.

Chambers & Partners, 2019:

'Rebecca Attree stands out to her clients for her "very calm and assured" approach, and "great ability to encourage the parties to see the dispute from the other side's point of view."

Chambers & Partners, 2019:

'She has got a very calming, quietly spoken but confident manner which puts her clients at ease.'

Legal 500, 2018:

'A capable, commercial mediator, who is well regarded in the mediation fraternity.'

Career history

2021 – Present: Fellow of The Civil Mediation Council

2020 – Present: Civil, Commercial and Workplace Mediator

2009 – 2019: Mediator, mediation advocate and Accredited mediator trainer

2002 – 2009: Executor of a large complex global estate

2002 – 2009: CEO and Director, Attree Estates Limited, property development company

1995 – 2002: Principal of own international law practice, Attree & Co, Solicitors

1989 – 1995: Associate, Laytons Solicitors

1987 – 1989: Articled Clerk, Richards Butler (now Reed Smith)

Personal qualifications and affiliations

1986 – Graduated Downing College, Cambridge Law Tripos B.A (Hons) subsequently M.A. (Hons) (2.1)

1989 – Qualified solicitor

1992 – Worshipful Company of World Traders

1994 – Liveryman of the City of London

1995 – Librallex EEIG International Lawyers' Group Honorary Member

2009 – ADRg Accredited Civil and Commercial Mediator

2010 – CMC Registered Mediator

2011 – US Qualified Mediator (INADR) (prize winning student)

2013 – ADRg Accredited Online Civil and Commercial Mediator

2013 to 2017 – Member by Experience, Law Society Civil and Commercial Mediators Panel

2015 – Approved ADR Provider for the Gambling Commission

2018 – ADRg Accredited Workplace Mediator

2019 – Approved ADR Provider for the Property Ombudsman Scheme

2020 – Visiting Lecturer, Faculty of Law, University of Trento, Italy

2021 – Fellow of the CMC

Recent client feedback

A brief overview of recent feedback. For further feedback please select Feedback Digest at the top of this page.

Remote Mediations

"Thanks again for your assistance, patience and perseverance yesterday." **(March 2022, Solicitor, dispute**

between leaseholders and freeholder of substantial property)

"I am writing to say thank you for your perseverance during the mediation on behalf of my client. The outcome was good and they hope to be able to move forward positively from this." (June 2021, Claimant Party)

"Rebecca guided the online mediation via Zoom with great clarity and professionalism, ensuring all parties understood and adhered to the processes and boundaries of the mediation session. The online breakout rooms helped keep the process calm while allowing fluidity and clear communication. Her skilful navigation through entrenched positions enabled a settlement to be reached where one was not thought possible – an impressive feat!" (July 2021, Potential Claimant Party)

"I wanted to send a quick email to thank you again for all you did on Monday. You made an incredibly difficult day, one that I had been dreading, far more comfortable and easier than I thought. You have an incredibly lovely, calming, confident way about you that put me at ease straight away. Whoever gets to meditate with you in the future is very lucky!" (March 2021, Defendant Party)

"I felt incredibly fortunate to have you as our mediator as I found your calm, persuasive and very experienced knowledge along with your determination not to let the mediation fail, a wonderful reassuring support." (Claimant party, February 2021)

"My thanks to you Rebecca for the mediation which I thought worked very well on Zoom" (2020, Solicitor, Property and Shareholder dispute)

Face to Face Mediations

"It was an excellent outcome at the mediation, in very unpromising circumstances!" (Solicitor, Unfair prejudice and breach of director's duties claim)

"Rebecca was an "excellent -but tough- mediator" (2021 Founding Partner, International City Law firm, international shareholder dispute)

"Hugely impressive...incisive, quick and sees both the main point of an issue and the angles and implications. She is articulate and persuasive and impossible to intimidate." **(Experienced Solicitor and Mediator)**

"Thank you once again for your inestimable help. I don't know how you invariably achieve the agreements you do but I am going to keep on asking you to mediate for me until I find out." **(Head of Litigation, Wiltshire firm of Solicitors)**

"I would like to thank you for your efforts in encouraging the parties to reach an agreement. I very much appreciate the way in which you went about this matter, particularly when it looked as if a settlement would not be reached." **(Solicitor, Loan dispute)**

"Rebecca has a real grasp of commercial figures, emotional intelligence, as well as the law to support her clients. if you are looking for a great mediator, you need search no further." **(Mediation Advocate, Property dispute)**

"Rebecca knows a vast amount about property business as well as the law. The mediation was extremely well handled." **(Property Developer Director, Property dispute)**

"Rebecca maintains a calm atmosphere throughout the process, while on occasions challenging parties' views and assumptions so they can get their priorities clear. She has an excellent human touch that she puts to good use when the parties face difficulties. An experienced solicitor, Rebecca has excellent analytical skills that she uses throughout the process. In the international field, Rebecca shows great cultural awareness and quickly puts all parties at their ease." **(Co-Mediator, Property and Business Consultant)**

"I didn't really think anyone would be able to bridge the gap between us. Not only did you succeed in doing it, but you did so with kindness, great patience and grace. I'm truly grateful." **(Party, International TOLATA and Civil Partnership Case)**

Publications

- [Librex Alternative Dispute Resolution – A brief International Guide. Editor 1st and 2nd Editions. \(2017 and 2019\)](#)
- International Commercial Agreements. (Thorogood, 2002)

- European Product Liabilities. Editor 1st and 2nd Editions. (Butterworths, 1992 and 1996)
 - European Economic Interest Groupings – Commercial, legal and tax considerations. (Jordans, 1990)
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Lectures and Training

Presently:

- Thought leader and frequent speaker on Mediation related issues at International conferences.

Previously:

- Lead Trainer and Assessor of ADRg Civil, Commercial Accredited Mediator course.
 - Trainer of 1000s of lawyers and business executives in mediation skills and international contract law. Clients include City of London and Magic Circle Law firms, FTSE 100 companies, UK government and global public institutions.
 - ADR project over 5 years for a Fortune Global 500 company.
 - Visiting Lecturer, Queen Mary University, London, Mediation and ADR.
 - Visiting Lecturer, La Sapienza University, Rome, International Law.
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Interests

Rebecca enjoys travel, pilates, skiing and spending time with her husband and (now grown up) children.

Examples of cases mediated:

- Anglo-Russian cross border claim for payment or return of significant assets supplied. Involved conflicts of law on contractual retention of title.
- Multi-million pounds claim for breach of directors' duties and insolvency issues in a group of property investment companies.
- Multi party dispute regarding numerous timeshare agreements in Spain.
- Contractual interpretation of a joint venture in the chemical supplies business.
- Copyright and defective services claim including significant loss of profits by a financial services business against a software developer with insurer present at the mediation.
- Complex dispute between 10 siblings involving 20 properties in the family pharmacy business. Parties of Moslem faith seeking a Shariah compliant settlement.
- Promissory estoppel and Inheritance Act claim between siblings relating to the inheritance of a large agricultural business.
- TOLATA dispute between a former couple. Was the Deed of Trust signed under duress?
- Workplace appointment by a national arts promotion body to facilitate a way of working between two senior executives responsible for creative projects.
- Multi party claim for breach of directors' duties with insurers present at the mediation.

Feedback Digest

Legal Directories

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“My thanks to you Rebecca for the mediation which I thought worked very well on Zoom” (2020, Solicitor, Property and Shareholder dispute)

‘I am writing to say thank you for your perseverance during the mediation on behalf of my clients. The outcome was good and they hope to be able to move forward positively from this. **(Managing Agent, Dispute between freeholder and multiple leaseholders in residential property)**

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“It was an excellent outcome at the mediation, in very unpromising circumstances!” (Solicitor, Unfair prejudice and breach of director’s duties claim)

“Rebecca was an “excellent -but tough- mediator” (2021 Founding Partner, International City Law firm, international shareholder dispute)

“Hugely impressive...incisive, quick and sees both the main point of an issue and the angles and implications. She is articulate and persuasive and impossible to intimidate.” (Experienced Solicitor and Mediator)

"Many thanks to you for all your help which was much appreciated. You should be at the UN." **(Partner and Head of Dispute Resolution, Top 500 Solicitors' firm, Professional Negligence dispute)**

"Rebecca makes the mediation process look effortless, and her lightness of touch belies a strong tenacity to get the job done." **(Head of Arbitration, Multinational company)**

"Thank you once again for your inestimable help. I don't know how you invariably achieve the agreements you do but I am going to keep on asking you to mediate for me until I find out." **(Head of Litigation, Wiltshire firm of Solicitors)**

"Rebecca was outstanding." **(Head of Complaints, Major Trade Association for Professional Body, Regulatory dispute)**

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ease.” (**Co-Mediator, Property and Business Consultant**)

“I have never known a four-hour time limited mediation to settle in three hours.” (**Solicitor to the Claimant, Franchise and Competitor Law dispute**)

“Rebecca was excellent, and I would definitely use her again.” (**Solicitor to defendant and claimant in two actions, multi-party corporate dispute**)

“I would definitely recommend Rebecca as a Mediator, and I would not change anything.” (**Senior Junior Counsel, Self - representing, Recovery of fees dispute**)

“Thank you for contributing so effectively to the sharp end of our business.” (**Defendant, Finance Director, Listed Company, Global Manufacturer of consumer goods**)

“I didn’t think anyone would be able to bridge the gap between us. Not only did you succeed in doing it, but you did so with kindness, great patience and grace. I’m truly grateful.” (**Party, International TOLATA and Civil Partnership case**)

“You were very calming and highly skilled at diffusing tension, that was particularly helpful given some of the more explosive characters at the mediation.” (**Solicitor, Corporate and Reputational Issues Dispute**)

“Excellent at resolving a complicated family trust issue where there was considerable acrimony. Rebecca showed an excellent grasp of the issues. She was warm in her approach but retaining a very professional stance throughout. I cannot thank her enough for her assistance and will certainly recommend her to others and will always be using her.” (**Litigation Solicitor, 32 years experience, Family trusts dispute**)

“Your approach was professional, yet informal.” (**McKenzie Friend, Inheritance Act Claim**)

“Many thanks for the thoughtful way in which you managed to bring the parties together to reach a resolution of this difficult case.” (**Solicitor for the Claimant, International Intra-family finance and business dispute**)

"Rebecca was able to blend face to face mediation around the table with separate room mediation to allow both parties to feel they are being heard while dealing with sensitive emotions. This resulted in both parties having a better understanding of the situation and each other. The parties now have a working face to face business relationship." **(Conflict Manager, NGO)**

"Completely satisfied, thank you." **(Defendant, Finance Agreement Dispute)**
