



Mediator Full Profile



Mr. Federico Antich

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Address:

Studio dell'Avvocato Federico Antich

Florence

Italy

Experience Qualification Path

Category 2: Florence Chamber of Commerce Mediation Service

Mediation locations

Italy

Mediation languages

English, Italian

Current position and background

Avvocato/Attorney at Law in Italy since 1997, admitted to practice before the Italian Supreme Court; Litigator and Arbitrator; Accredited Mediator since 1999; Court Appointed Expert for the Courts in Firenze, Interpreter and Translator English-Italian.

Main mediation practice areas

Commercial/Company Law; IT-Telecommunications; Environmental litigation; Consumerism.

Mediation experience

Over 4.000 mediations conducted since 1999, under several administrative bodies in Italy, such as the Chamber of Commerce and the Tuscany Regional Committee on Telecommunications.

Description of mediation style

Facilitative, Evaluative, a combination of both.

Code of professional conduct

UIA Code of Professional Conduct for Professional Mediators, as endorsed by the Italian Association of Chambers of Commerce (Unioncamere).

Complaint process



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Ex Post Professional Assessment Process, conducted by Chamber of Commerce' Representatives.

Professional indemnity insurance

Polizza di assicurazione del professionista, Generali Assicurazioni S.p.A. - maximum limit: 1.000.000,00 Euro.

Feedback digest

Reviewer: McIlwrath Michael (Michael.Mcilwrath@ge.com)

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Federico Antich is one of Italy's most experienced and known mediators, having begun mediating professionally in 1999, more than a decade before the country started to embrace mediation. His reputation as a mediation pioneer in the Tuscan region cannot be understated.

Nature of experience.

Federico's biographical information states that he has mediated more than 5,000 cases under the rules of different institutions since 1999. Although not independently verified in the course of preparing this digest, the number is credible considering that it includes high-volume consumer cases in addition to B2B disputes and Federico's reputation in the Italian bar and with domestic dispute resolution institutions. The consumer cases appear largely to be disputes between Italian telecom companies and their consumers.

Basis of Feedback Digest.

This digest synthesizes feedback from the counsel for 10 parties, all from mediations Federico conducted in 2015. All were disputes between consumers and telecom companies, and in all cases Federico was appointed by an institution rather than by agreement of the parties. Notably, the forms were completed by representatives of companies or consumer associations who hold positions of responsibility for mediating disputes, i.e., experienced specialists possessing an acute ability to assess a mediator's competency.

Respondents were not timid about sharing their views of Federico's skills. Indeed, they were equally candid in sharing information about the appointing institutions, about which most were less enthusiastic, enhancing the credibility and quality of the positive feedback about Federico.

General observation.

The feedback conveys broad confidence in a mediator whose high degree of professionalism and personal integrity combine with regulatory domain expertise to make him a reliable appointment by institutions. All respondents gave the highest possible marks regarding their overall satisfaction with the mediation process in which Federico was appointed as mediator.

Personal attributes.

Multiple respondents identified the highest levels of professionalism and personal integrity as characteristics that set Federico apart. A few elaborated further by citing qualities of neutrality, transparency with the parties, and confidentiality.

Mediation style.

Although Federico's biographical information does not provide information about his preferred



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methods for mediating disputes, aspects of his style emerge clearly from the feedback. The image that emerges is one of a mediator who is actively engaged with the parties and the process, works with them to identify opportunities to settle, and who can capably provide parties with a sense of the probable litigation scenarios that will unfold if they do not.

One critical comment received from the representative of a regional consumer association stated that Federico has a "forceful personality that may discourage a party from freely expressing their views." It should be noted, however, that this same respondent gave the highest possible rating to their overall satisfaction with the mediation process and provided other, highly positive remarks about Federico's capabilities. After stating they would appoint Federico again and recommend him to others, this respondent observed that "Federico's skills made the difference and positively influenced the result. He knows the mediated subject very well, and he played a proactive role during the discussion."

Soft skills.

Several respondents complimented Federico for his problem solving and negotiation skills, which they said contributed to the successful outcomes of their disputes. Multiple respondents commented on Federico's personable style in the way he engages with the parties. One noted that he "keeps in mind the human side" of the process, aiming to help the parties "reach the maximum satisfaction of their needs." Although all respondents described an approach that is both facilitative and collaborative, several appreciated his ability to reality-check parties by drawing attention to likely future litigation scenarios.

Domain expertise.

As the feedback for this digest comes from mediations of disputes between telecom companies and consumers, it is not surprising that several respondents would point to Federico's knowledge of the applicable regulatory framework and the Italian court system as important contributors to a settlement. Notably, these comments were made by counsel on both the company and consumer sides of the disputes. The nature of this domain expertise should be readily applicable to other types of disputes, especially cases where the parties face commercial litigation in the event of not settling.

International and domestic capabilities.

Although all of the feedback was provided from domestic cases, the comments suggest Federico possesses the qualities and highest level of skills and sensitivities that should be equally applicable to non-Italian or international disputes. As one respondent aptly commented, he has the ability to help parties "find agreement even in the most complex disputes." Just as he is regarded as a safe bet by the many institutions in Italy which repeatedly appoint him, he could be expected to sensibly handle cross-border commercial disputes.

Professional affiliations

AIJA, IBA, LCIA, CIArb, ICBMC, CEDR-Solve, Firenze Bar Association.

Fee rate

Agreeable on a case by case basis in ad hoc mediations (usually 150 Euro/hour + expenses and taxes); domestic mandatory mediation schemes already provide fixed fees for the mediator.



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Contact details for references/recommendations

The Secretary General of the Firenze Chamber of Commerce; The President of the Firenze Bar Association; The President of the European Center for Arbitration and Mediation (Strasbourg); The President of IBA Mediation Sub Committee, London; The Chief Executive of CEDR, London; The Executive Director of MWI, Boston.

Mediation education and training

Chamber of Commerce of Firenze, Italy, Course for professional Mediators, 1999; ADR Center, 2004; CEDR-Solve, 2007; MWI Train the Trainer Institute, 2010; CEDR Train the Trainer; since 2010 attended on a regular basis several training programs for practicing mediators under domestic mandatory training schemes (under the supervision of the Italian Ministry of Justice).

Mediation teaching and mentoring

Contract Professor in Dispute Resolution Techniques, University of Firenze, School of Law; Lecturer in ADRs, Arbitration and Mediation in various Courses held by Professional Organizations in Italy and elsewhere; Guest lecturer in ADRs during Seminars, Conferences, etc. held in Italy and abroad.

Note: This Mediator Profile is intended to offer guidance to users of mediation services about the competency, skills, styles and potential suitability of the IMI Certified Mediator featured above. The Reviewer, the Mediator and IMI are attempting to present fair, balanced and objective information but none are to be held responsible for reliance on the information given. Users of mediation services are encouraged to pursue further research before selecting the IMI Certified Mediator, including contacting references and conducting an interview with the Mediator before making a selection.