



Mediator Full Profile



Ms Deniz Kite Güner

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Istanbul, 31740

Turkey

Experience Qualification Path

Category 2: Mediators Beyond Borders

Mediation locations

Turkey

Mediation languages

English, German, Turkish

Current position and background

Deniz Kite is the Programme Manager at GAU Istanbul, organizer of Sustainable Peace Sustainable Business Symposia in Turkey, President of Global Mediators Network, first professional mediator of Turkey, Member of Consultants' Panel at Mediators Beyond Borders Washington D.C, the first Turkish Musteshar of Egypt, listed international mediators of Milan Chamber of Commerce & Florence Mediation Chamber, listed trainer & mediator at Turkish Ministry of Foreign Affairs, a professional speaker, author, coach, poet and trainer.

Before she started her career as a trainer in 2003, she lived 14 years in Vienna during which she was focused on fashion design and corporate clothing. Some of her customers were ÖWD, Securitas, Tchibo, Anker Brot, Daimler Benz, etc. After studying International Relations, MA Psychology and PhD in Management, she focused on mediation "had her mediation training in Vienna" and as for today, she trained more than 500 mediators in Turkey who are the first trained mediators in the country.

She had close relationships with Ministry of Foreign Affairs, Ministry of Family and Social Politics, Ministry of Education and Ministry of Justice, she as well developed considerable programmes with many Chamber of Commerces such as Kayseri, Gaziantep, Adana, Konya, Mersin, Ankara, Denizli and with Bar Associations such as Ankara, Adana, Istanbul, Gaziantep.

She delivered trainings such as communication, team management, unifying leadership, mediation, decision making, problem solving, time management, coaching, intercultural communication, negotiation, feng shui, conflict management and resolution, international



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marketing, emotion management, relationship management etc to many national and international organizations such as Marks & Spencer, Istanbul Municipality, Akso Jeneratörleri, Turkish Military Academy, İnci Yıldız, Coca-Cola, Acıbadem Hospitals, special categorized Hotels in Cappadokia, Ottoman Imperial Hotel, at European Development Centers at Denizli, Gaziantep, Kayseri, Adana, Mersin, Tranzon, Government SME Development Centres, Garanti Bankası, Pierre Cardin, Legrande. She served as mediator/consultant at different companies; Coca-Cola, Fenerbahçe, Adana Demirspor, some family businesses which their names, due to code of ethics, can't be mentioned in Gaziantep, Kayseri, Antalya, İstanbul, İzmit, Nevşehir, Adana. Besides she works closely with different Rotary Clubs and some other respected NGOs in Turkey.

While consulting to TUKID, the biggest Stationary Association of Turkey, she developed the Quality Criteria for Retail Stationaries and as well the Training Programme for Retail Stationaries in coordination with Istanbul Commerce University.

Deniz Kite has written 8 books; 4 poetry books, 2 books on mediation, one included her paintings and was on meditation and one philosophical novel between 2005-2013. Her last book "A Mediators Hand Book" is at the publisher now and will be on sale by September 2015. She wrote International Politics at Cumhuriyet Newspaper between 2003-2004 and continued her writings at different e-magazines, journals and blogs. Her last article was published at Wise Magazine in October 2014. She has been invited many times to TV programmes, such as Sky News, Star, Haber 24, Kanal 7 and was speaker at many conferences some of which are American Bar Association Conference, MBB Congress, United Nations, New York Peace Institute, Turkish Mediators Congress, Zagreb Mediation Conference.

She was born in 1968 in Kayseri, married to Ozan Güner, having an 20 years old son, Anthony Kite, and at the moment she lives in Istanbul.

Main mediation practice areas

Although I have been serving as a mediator in domestic and international matters including commercial, sports, family business disputes for the last sixteen years, I have completed some interesting pilot projects in Turkey such as Restorative Justice Programme with Ministry of Justice, a School/Peer Mediation Project with a well-known foundation and a training programme focused on working women with Kayseri Chamber of Commerce. In 2013, the peer mediation training programme developed by me was adopted by Turkish Ministry of Education.

Besides many important efforts I had, I am very proud that the most well-known and pioneering mediators are my students and some of them so far became the first mediation trainers of the country after the Mediation Law in 2012.

In 2010 I studied philosophy & cooperative religion. As a part of these works I have been to Egypt and Northern Cyprus and I was at workshops on Turkish Kurdish issues as a mediator. At the moment I study sociology at Istanbul University and just completed Family Consultancy Certification Programme.

I believe if not sustainable, peace at any level won't last. Concerning what the earth faces when it comes to natural resources, I strongly believe the next generations conflicts will be not on ethnical or religious issues as we experience today but rather be about natural resources such



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as food, water, etc. This is why I start to study sociology at Istanbul University and I am very proud of being one of the Founders of Sustainable Peace Sustainable Business Symposia.

Besides, I believe each of us, at citizen level, need to be more involved resolving issues; both national & international, so to say, as Grassroot Diplomats. With this vision, I am coordinating the Diplomacy School which has started at Girne American University with Partners such as MBB & Dulles University, in 2016. This is a very unique programme during which participants get trainings at 3 locations; Cyprus, Turkey & USA to be Grassroot Diplomats.

Mediation experience

I had mediation training in Vienna in 2000.

I decided to move back to Turkey to focus on mediation in Turkey in 2002.

In 2003, I trained judges and social workers at Sultanahmet Juvenile Court.

Between 2005-2015, I trained over 500 mediators in Turkey, Northern Cyprus and Egypt.

Besides private sector, I worked with and trained at Gaziantep EU Business Center, Kayseri Chamber of Commerce, Ankara Bar Association, Konya Chamber of Commerce, Denizli-Trabzon-Konya-Kayseri EU Business Centers, Ministry of Justice.

I organised different conferences on mediation in Turkey: 2005 International Mediation Conference, 2006-2007 Conferences with Ankara Bar Association and Kayseri Chamber of Commerce in which Jeremy Lack, Prof. Harold Abramson, Prof. Jaques Salzer, Giacinto Tommasini, Lino Barbasso, Prof. Guiseppe de Palo, Stefano Sedola and some other international mediators, CI Arb Europe Conference in Istanbul in 2009 with CI Arb Europe Team, 1st Turkish Mediators Congress in 2010 in Konya, co-organized Mediators Beyond Borders Istanbul Congress in 2012.

I organized different trainings in many cities in Turkey with Prof. Marco Turk, Giacinto Tommasini, Lino Barbasso, Prof. Jaques Salzer, Corinne de Jong, and many other international mediators.

I mediated mostly family business and commercial disputes, workplace disputes, some sports and intercultural disputes, very few family conflicts.

I wrote four books on mediation: School Mediation in 2005, Mediation in 21st Century in 2007, A Philosopher Mediator's Book of Awareness: Inisiasion Circle in 2009, A Successful Mediator's Handbook in January 2017.

I published the first Mediation Journal of Turkey; Arché in 2007-2008. From January 2017 on, we are starting the first monthly mediation e-journal of Turkey called Çözüm Bizim (Resolution is Ours).

Description of mediation style

When I finished mediation training in Vienna in 2000, I already had couple of trainers and most likely my style would have been facilitative mediation.

During the years and after each case I mediated and the trainings I delivered, I discovered that the most important issue was not how I mediated a case but what I enjoyed to mediate most. I believe that mediation is not only a profession but also a spiritual path in which a mediator can "grow up" beautifully. As it is in Turkish; "ara-bul-uculuk" mediation may mean a self search-find process. According to my experience, depending on what a mediator mediates, the process helps her/him to develop a deeper self-awareness which I believe, ables her to travel from inner peace toward a global one. For sure, the more she/he is aware of herself/himself, the better she/he assists the parties for reaching their own peace at any level.



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Through the years I worked with many valuable mediators and Prof. Vibeke Vindelov, by her Reflexive Mediation, touched me most. I would proudly say that I am a reflexive mediator.

And as a reflexive mediator, below are my assumptions and values:

Understanding that conflicts are a part of life. Depending on how they are tackled they become either constructive or destructive

Trusting that the parties know best what is good for them. They are experts on their lives.

Accepting that there is more than one reality.

That dialogue is desirable in every conflict.

Trusting that mutually satisfactory solutions can be reached if the parties wish it.

That individuality and relations go together.

That mutual interdependence leads to shared responsibility.

Code of professional conduct

IMI Code of Conduct.

Complaint process

IMI Professional Conduct Assessment Process.

Professional indemnity insurance

I have none.

Feedback digest

Reviewer: Professor Vindeløv Vibeke (vibeke.vindelov@jur.ku.dk)

Latest Update: 2015-09-02 15:17:07

This feedback Digest is based on 58 feedbacks from 29 mediations, initially submitted over the period 2013-2015.

In assessing Deniz Kite Güner's abilities as a mediator and in reviewing all of the feedback from individuals who have been involved in her mediations over the past years, in all cases she garners top ratings by parties who have used her as a mediator. I note that of the needed skills as a mediator Ms Kite Güner is referred to as a very trustworthy and fair mediator who has an eye for every issue to be discussed, giving sufficient space for the parties to express themselves clearly, and that they felt heard.

Those who experienced Ms Kite Güner's organizational skills in setting up, explaining and preparing for the mediation reported that they efficiently were informed before mediation and that Ms Kite Güner laid out the ground rules before mediation began and at the start of the process.

A wide range of mediation skills have emerged from Feedbacks received in Ms Kite Güner's case. In particular her calmness combined with an enthusiasm and genuine interest in the parties as well as in the subject at stake. Also her ability to equally be a good listener and to



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bring the process forward has been explicitly mentioned. Mediating also in multi-national matters Ms Kite Güner was reported to have a high level of cultural sensitivity and to be a steadying influence when tensions among the parties increased.

All the parties, with no exception, experienced Ms Kite Güner's focused questions. In all mediations an agreement was reached and all parties reported to be satisfied with the agreement. Indeed, all of those parties responding had a good experience with Ms Kite Güner as a mediator and would try mediation again if needed.

Ms Kite Güner's experience stems from business mediation, either in family businesses or international corporations (textile producers, tourism companies, city planning companies etc.), and have mainly been regarding commercial, workplace or partnership disputes.

There have been absolutely no negative comments at all.

Professional affiliations

President, Global Mediators Network
Former Member, BoD, Mediators Beyond Borders
Member, Consultant Panel, Mediators Beyond Borders
International Mediator, Milan Chamber of Commerce
Listed Mediator/ Trainer Turkish MFA
Musthesar, NEDRC, Egypt
Member, CI Arb.
International Mediator, Florence Mediation Chamber

Fee rate

For Mediation: 250 Euro/Hour + 8% VAT, except travel, accomodation, etc. cost when applicable.

For Training/ Lecturing: 750 Euro/Day + 8% VAT, except travel, accomodation, copying, training room, etc when applicable.

I deliver at least 200 hours pro bono trainings each year and as well support at least 10 women by scholarships.

Contact details for references/recommendations

Prof. Vibeke Vindelov, University of Copenhagen
Prof. Marco Turk, California State University
Prof. Haralod Abramson, Touro Law School
Jeremy Lack, IMI
Prabha Sankaranarayan, President Mediators Beyond Borders.

Mediation education and training

2000-2001 Mediation Training, Vienna
2003-2004 MA Applied Psychology
2005-2008 Non-violent Communication



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Between 2015-2015 taking different courses on ethics, negotiation, reflexive mediation

2015 Sustainability Management

2015 Started BA in Sociology

Between 2005-2015 Participated or spoke or chaired sessions at many International Conferences on CR & Mediation.

2016 Completed Family Consultancy Certificate Programme

Mediation teaching and mentoring

Between 2003-2015 trained more than 500 mediators in Turkey, mostly Turkish though some foreigners as well, mostly from Middle East, Africa, Eastern Europe.

After the Mediation Law in 2012, some of the most respected trainers became some of these Participants trained by my Programmes. They are still teaching at different universities, Bar Associations and Union of Bar Associations.

Besides, I am teaching Conflict Resolution Skills or Workplace Mediation to Managers; mostly at international corporations, since 2005.

I taught negotiation at Turkish Military Academy.

Since 2015, I deliver Training for Trainers at Girne American University Istanbul Venue.

Mediation publications

School Mediation in 2005,

Mediation in 21st Century in 2007,

A Philosopher Mediator's Book of Awareness: Inisiasion Circle in 2009,

A Successful Mediator's handbook in January 2017.

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.