Mediate&Co.

Ana Bauder

Alternative dispute resolution expert. CEDR Accredited Mediator and CMC Fellow.

Straightforward, warm, and good with numbers.

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Based in New York and Bogotá

Profile

More than 15 years as a *dual qualified lawyer* mediating workplace and employment, civil, commercial, community and consumer disputes. Consultant, mediator, trainer, coach and assessor in *English, Spanish and Italian*, and a passionate advocate of diversity, equity and inclusion.

Experience

Mediation Officer, World Bank Group

2025 to present · Bogotá

Regional mediator for Latin America and the Caribbean in the Ethics and Internal Justice Services Vice Presidency.

- **Mediation.** Mediating internal conflicts and making sure they are resolved promptly and fairly.
- **Training.** Designing and delivering programmes on conflict resolution, negotiation and communication for World Bank staff.
- **Restorative practices.** Pioneering a new workplace service based on restorative justice, alongside group interventions and team building.

Training Moderator, Civil Mediation Council

2024 to 2025 · London

Audited more than 30 CMC certified mediation training providers, assuring quality and giving feedback for improvement.

Director, Mediate&Co

2019 to 2025 · London

Mediated hundreds of commercial disputes, trained more than 2,500 mediators, and helped businesses build top tier dispute resolution processes that turn conflict into learning.

Mediator and Lead Trainer, CEDR

2017 to 2019 · London

Mediator, trainer and consultant at the Centre for Effective Dispute Resolution.

Dispute Resolution Adviser to Business Development Manager, CEDR

2008 to 2017 · London

Advised thousands of clients on the right dispute resolution process, acted as appointing authority and managed more than 5,000 cases, mainly international commercial mediations, and the CEDR panels of mediators, arbitrators and adjudicators. Trained lawyers, judges, arbitrators, educators, HR professionals and local authority officers in several languages and countries.

Early experience

Intern, ICC Dispute Resolution Services	2007 · Paris
Intern, Macleod Dixon · later Norton Rose Fulbright	2003 to 2005 · Caracas
President, UWC Venezuela national committee	2001 to 2006 · Caracas

Education

LLM, London School of Economics	2006 to 2007 · London
Law degree, UCAB · LLB	2001 to 2006 · Caracas
Executive MBA intensive · Kingston Business School	2022 · London
International Baccalaureate · full scholarship	1999 to 2001 · UWC Adriatic, Duino

Accreditations

CEDR Accredited Mediator, Adjudicator and Trainer	since 2009
CMC Fellow · one of the first 40	since 2021
Caracas Bar Association	since 2006
Madrid Bar (ICAM) · EU qualified lawyer	since 2014

Giving back

Vice President and Board Member, INADR	2013 to 2017
Sponsor and judge, ICC Mediation Competition	2008 to 2013 · Paris
Board Member, UWC Venezuela	since 2001

I train in

Mediation · Negotiation · Difficult conversations · Handling emotions · Active listening · Facilitation

Languages

Spanish, native · English, professional · Italian, professional

Off duty

Trained pilot (certificate in aviation, 2015), flamenco dancer and mum of three boys.

Currently not available to take new assignments due to exclusive engagement with the World Bank Group.

Happy to refer you to suitable professional colleagues.