

# Rebecca Attree

Rebecca is one of the top 50 UK commercial mediators.



## Background

Rebecca is one of the top 50 UK commercial mediators. "A star mediator, who can navigate the choppiest of waters to get the parties to settlement." (Legal 500 2024), Rebecca has been highly ranked consistently in Legal 500, Chambers & Partners and Who's Who Legal.

Mediating a wide range of disputes in the UK and internationally, Rebecca regularly mediates disputes that relate to property and construction, commercial contracts, shareholders and corporate matters, partnerships, family business, trusts, aviation, workplace, employment, the creative industries, and financial institutions including insurance and insolvency.

Described as "commercially astute as well as sensitive to each party's issues", clients acknowledge her great ability to encourage the parties to see the dispute from the other party's point of view. She is also energetic and maintains momentum throughout a mediation, working tirelessly to conclude mediations with a satisfactory outcome. Excellent preparation of each case, combined with her own extensive legal and commercial experience, means she can robustly challenge when appropriate. Rebecca is experienced in mediating disputes between parties from a wide range of cultural and linguistic backgrounds, beliefs and diversities and speaks fluent Italian and good French.

Rebecca trained as a mediator with ADRg in the UK and INADR in the US. She has regularly mediated online since 2013 and has a highly effective presence. She is frequently praised for being a skilful communicator.

One of the first women to graduate from Downing College, Cambridge in Law, Rebecca qualified as a solicitor in the City of London (Reed Smith, then Laytons). In 1995 she set up and ran for several years her own highly successful international solicitor's practice, Attree & Co. Since 2002 she has also been a director of a property company. She has advised overseas governments and judicial administrations how to introduce mediation into their jurisdictions. Rebecca brings her extensive experience in business and negotiating to her mediations, that often leads to a creative approach to facilitating a solution.

Rebecca has experienced the full 360 degrees of mediation. Whilst she is now a full-time mediator, she has previously been a mediation advocate, party to a dispute, and co-mediator (where multiple parties were involved). This “all angles experience” gives her a deep understanding of the psychological issues underpinning a mediation and how to get quickly to the nub of what really matters in each mediation room.

## Mediation Style and Approach

Rebecca is renowned for being well prepared, with excellent inter-personal skills, a sharp intellect, energetic and optimistic.

Being insightful and analytical, Rebecca 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 and persuasive and will reality test and probe with sensitivity. She will also spend time with each party to assess their and the other party’s risks in continuing or beginning formal proceedings. These techniques help the parties feel confident to decide where a satisfactory deal may lie. She keeps parties focused on the issues at stake and keeps up momentum to find a solution satisfactory to all.

Rebecca is renowned for being ‘particularly user-friendly’. She flexes her style according to the needs of participants and the mediation, working highly effectively with the parties and their advisers. She is extremely adept in creating an environment conducive to settle the dispute.

## 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
- Company Law
- Directors' duties
- Division of assets & businesses following relationship breakdown
- Employment
- Expropriation, diversion of business and goodwill
- Family business
- Finance agreements

- Fine Art - NFTs and tangible assets
- 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
- Partnerships
- 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
- Shareholders' disputes including unfair prejudice claims
- TOLATA and Trusts
- Workplace

## Legal directories

The recent editions of the directories state:

Who's Who Legal 2023:

"Has excellent interpersonal skills and is very good at encouraging the parties to resolve an issue." "Is intelligent and prepares really thoroughly for any work she carries out." She also "Always has a calm and composed manner."

## Legal 500, 2026:

'Keeping focused on the outcome', IPOS Mediation's Rebecca Attree is 'calm but authoritative when required, and able to defuse tension. Rebecca is willing and able to step into the ring when it becomes necessary; and she prepares carefully and engages well with the parties and lawyers'. Trained as a mediator both with ADR in the UK and INADR in the US, Attree mediates a vast array of disputes in the UK and internationally. Examples include conflicts over property, construction, commercial contracts, shareholders, corporate matters, and partnerships Attree is also appointed to handle cases concerning family businesses, trusts, and workplace and employment issues, as well as insurance, insolvency and aviation sector disputes.

## Legal 500, 2024:

'A star mediator, who can navigate the choppiest of waters to get the parties to settlement', Rebecca Attree 'demonstrates a deep understanding of the parties' cases'. Attree regularly mediates a broad range of disputes in relation to commercial contracts, corporate, partnerships, family businesses, aviation, and property. With over 35 years' experience in assisting global businesses and individuals to resolve conflicts, she also handles mediations involving professional negligence, insurance, art, probate, trusts, and workplace issues. Attree was also recently engaged to assist senior members of the judiciary in the Cayman Islands with refreshing their mediation skills.

## Legal 500, 2023:

Rebecca Attree is 'an exceptional mediator. She is intelligent, well prepared, has excellent inter-personal skills, and works tirelessly to try to conclude mediations with a satisfactory outcome'. Fully accredited to mediate in the UK, US and online, Attree's main mediation areas cover commercial contracts, workplace disputes, aviation, property, construction and family offices. She also has considerable experience in international disputes.

## 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 High Net Worth 2024:

Rebecca Attree handles both domestic and international contentious probate matters, often involving high-value estates:

"Rebecca is fantastic to deal with. She is professional, experienced and brilliant at what she does."

"She's got commercial awareness and experience."

"She's very competent, a safe pair of hands and has a nice way of dealing with people."

## Chambers & Partners 2025:

Rebecca Attree of IPOS Mediation maintains a solid mediation practice with experience acting in disputes in the property and commercial contract spaces. She handles cases in the UK and internationally.

"She's sensible, patient and calm - everything you want for a good mediator."

"She had a good and easy manner, helping to achieve a strong settlement."

Chambers & Partners 2024:

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

"Rebecca is adept and skilful at taking a conciliatory approach to bring the parties together to find an amicable solution. She's also responsive and hands-on."

"Rebecca is a highly experienced mediator with an approachable and friendly manner, ensuring clients are at ease."

"The breadth and depth of Rebecca's commercial awareness is admirable."

Chambers & Partners 2023:

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

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

2009 - Present: Civil and Commercial Mediator

2018 - Present: Workplace Mediator

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 - Libralex 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

## Publications

Libralex Alternative Dispute Resolution - A brief International Guide. Editor

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)

## Lectures and Training

Presently:

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

Involved in the organisation and presentation of the Christie's Education Art conference with Libralex International Law Grouping held in New York (2019) London (2022) and London 2023 as part of London International Disputes Week with IPOS Mediation, Laytons ETL and Libralex.

Previously:

Engaged in 2022 on behalf of IPOS Mediation to devise and deliver Mediator Skills training to the Judiciary in Cayman Islands following the Practice Direction regarding Judicial Mediation.

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.

## Interests

Rebecca enjoys travel, fitness classes, theatre and spending time with her husband and (now grown up) children.

## Client Feedback

"I'm so glad I chose you as the mediator. As soon as I met you I sighed with relief and started to breathe properly for the first time in weeks. Thank you, you have been everything I hoped for." (Party, commercial contracts dispute)

"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)

"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 knows a vast amount about property business as well as the law. The mediation was extremely well handled."(Property Developer Director, Property 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 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 have never known a four-hour time limited mediation to settle in three hours."(Solicitor to the Claimant, Franchise and Competition 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)

"Rebecca skilfully managed Zoom based mediation leading to a satisfactory resolution to the matter. From pre-mediation to the day itself, Rebecca handled parties with a wonderful reassuring manner, making well judged and substantive inputs at the right moments to move matters forward. Our clients also commented on the professionalism and insight of the mediator on a post-mediation brief a few days on from the session." (Solicitor, Property dispute involving a Public Authority)

"You did an excellent job." (January 2023, Barrister, International aviation Insurance claim)

"I would gladly work with you again." (January 2023 Head of Employment law, Top 20 law firm. Three party whistleblowing dispute)

"I thought you did a fantastic job," (December 2022, Head of Aviation, top tier firm)

"Thanks again for your assistance, patience and perseverance yesterday."(March 2022, Solicitor, dispute between leaseholders and freeholder of substantial property)

"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)

## 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.