

An aerial photograph of a city featuring a prominent monorail system with multiple tracks curving through a green field. In the background, there are numerous high-rise apartment buildings and commercial structures. A large stadium with a distinctive white and blue facade is visible in the lower-left quadrant. The sky is clear and bright.

MK
CONSULTUS

PROFESSIONAL CONSULTANCY FOR
CONSTRUCTION LAW & DISPUTE RESOLUTION

MK Consultus Limited

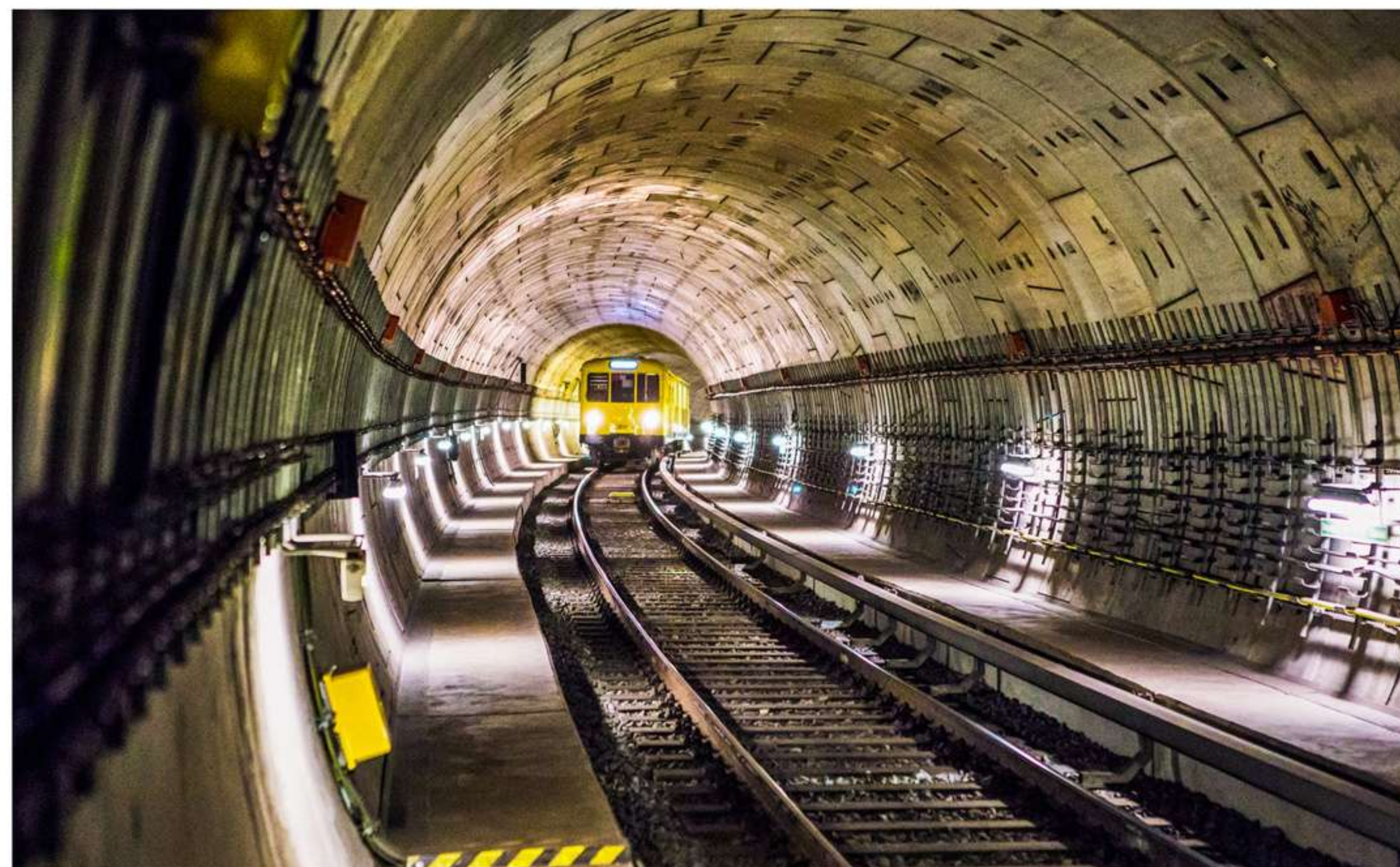
MK Consultus is a total solution provider of dispute avoidance, management and resolution through effective pre & post contract management services offering dedicated training & development programs devoted throughout the project lifecycle.

Our Ethos

Our ethos is to provide our clients with unprejudiced advice so that they know where they stand. Fairness and impartiality are in the client's long-term interest as it often provides the catalyst to settle disagreements, whereas taking a dispute to court can often be costly.

Trust and loyalty are essential building blocks and foundation of our business. Due to its often-sensitive nature, clients rely on us to conduct all business in the strictest confidence.

Much of our business is generated through repeat appointments, as well as recommendations from our clients. We feel that this is testament to our performance and achievements which demonstrate that MK Consultus will lead the field of dispute management consultancy.



How we do it

Building Collaborative Relationships

- ◆ Collaborate with all stakeholders to build long lasting enduring relationships.
- ◆ Improved quality offering will provide sustainable delivery, creating greater value with openness to achieve strong commercial targets.

Unique Business Offering

- ◆ Delivering solutions addressing safety, productivity, quality, cost certainty and sustainability by focusing on core expertise.
- ◆ Our diverse team of experts in technical, commercial and legal matters provide tailor made solutions according to your requirements and end goals.

Lean and Agile

- ◆ Keeping learning and developing at the heart of everything we do.
- ◆ Multi-disciplinary and adept shaped around customer needs.



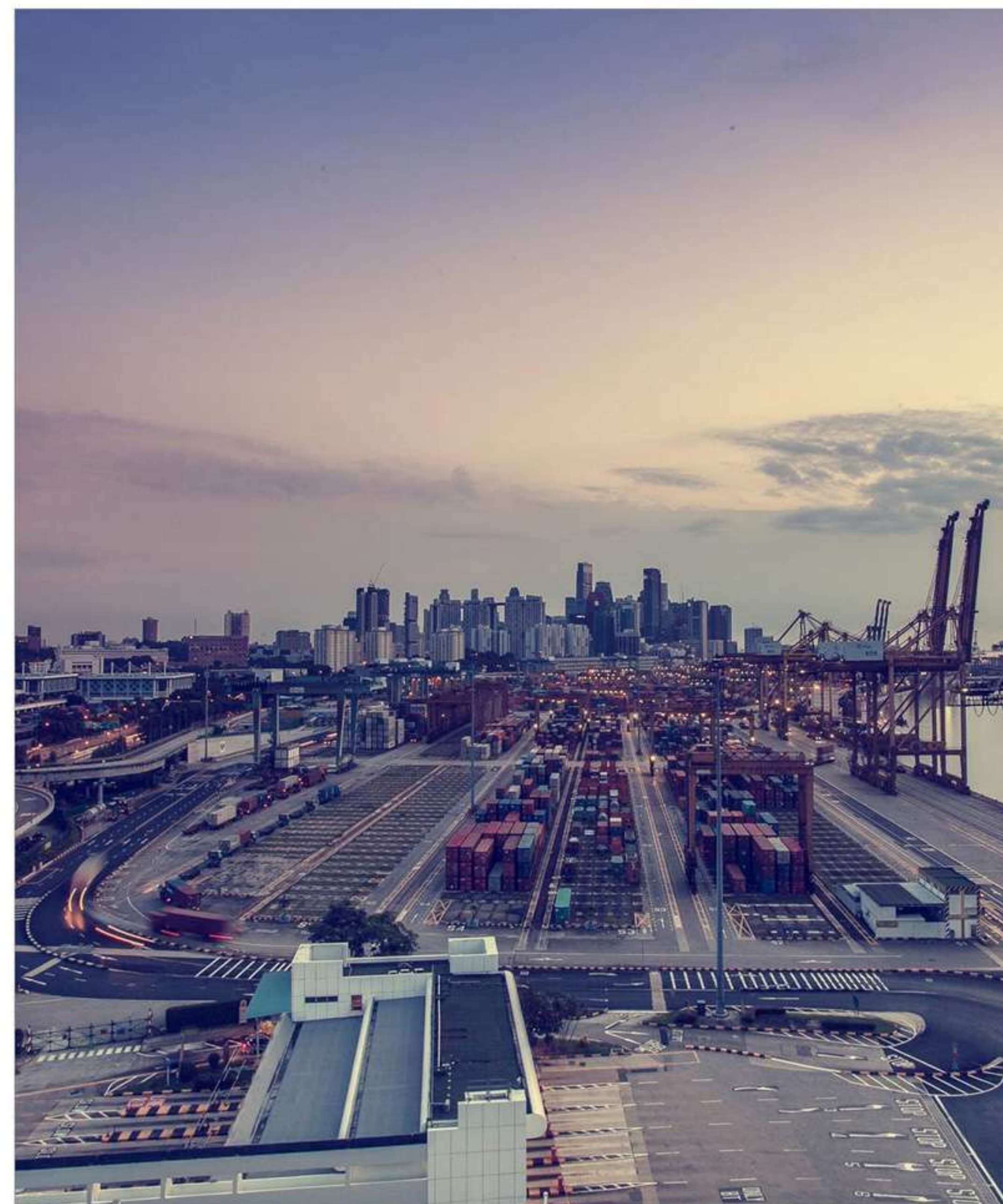
Our Experience

MK Consultus focusses on strategic market sectors where we can target our expertise and experience on projects and clients to allowing us to maximise added value. Our aim is to utilise the knowledge of our team of sector leaders, supported by our local and international partnering organisations, to provide a truly international service delivered locally. Our core industries are:

- ◆ Commercial Property
- ◆ Defence
- ◆ Education
- ◆ Funding Institutions
- ◆ Government
- ◆ Healthcare
- ◆ High-tech
- ◆ Hospitality and Leisure
- ◆ Industrial
- ◆ Nuclear
- ◆ Oil and Gas
- ◆ Pharmaceuticals and Life Sciences
- ◆ Residential Property
- ◆ Retail
- ◆ Transportation and Logistics
- ◆ Utilities and Renewables

We Specialize in

Dispute Avoidance, Management and Resolution



Our Services



Pre Contract

We at MK Consultus believe in using a hands-on and innovative approach to provide our clients with procurement and cost advice at every stage of the development cycle.



Post Contract

MK Consultus's team of experts has vast experience in contract administration services, we will help you with your commercial objectives while ensuring other parties adhere to their commitment.



Dispute Resolution

MK Consultus provides the highest level of quality, integrity, and efficiency in dispute resolution services by offering an outstanding group of experts, mediators and arbitrators, combined with superior case management expertise.



Training and Development

MK Consultus has a vision of developing a strong pool of professionals who have the relevant knowledge of construction law and dispute resolution

Pre Contract

In the execution of any project, the selection of the right commercial and procurement strategy is crucial for success. We at MK Consultus provide expert Pre-contract services whereby, you will have specialists and experts by your side to guide and select the right commercial models, procurement route, contracts and cost estimates based on the needs of the project to avoid problems during delivery. This is a crucial stage we provide assurance and advice that your stated vision is turned into reality.

Our governance principles:

- ◆ Procure and manage contracts effectively to provide a safer environment for all.
- ◆ Ensure we all remain within the Law and are honest, fair and transparent in all we do.
- ◆ Demonstrate that we have achieved value for money - one of our primary obligations.
- ◆ Work consistently by applying equal principles to all employees and those in the supply chain.



Tendering & Procurement

MK Consultus are a leader in tendering and procurement advisory and consultancy. We help our clients by developing clear and effective contracts, through a panel of experienced professionals, we have a wide range of experience in working with clients, contractors and consultants. Our team outlines the contractual terms and procedures to safeguard the interests of our clients ensuring that the tendering and procurement delivers projects on time, without any delay or disruption maximizing savings and benefits to our clients.

Our **procurement strategy** revolves around the project life-cycle where procurement becomes part of a system that commences at the inception stage of a project and is concluded only when the project has been brought into use with proper arrangements made for asset management. We also have a wide range of experience in the field of devising procurement models for both clients as well as contractors.

Our **tendering solutions** is providing a team of expert that can guide through the procurement life-cycle i.e. Identifying a need (for example, a business need for new premises), Specifying requirements to fulfil a need (for example, the nature, function and size of new premises), Identifying potential suppliers (for example, goods, works or services as in contractors or architects), Running a tender, Evaluating tenders, Awarding a contract.

Our **category management** expertise organizes the resources of the procurement team in such a way as to focus externally onto the supply markets (as against having a focus on the internal customers or on internal Procurement departmental functions) to fully leverage purchasing decisions. It is a 5-stage process that amalgamates technical and commercial strategies with business objectives and supply chain to drive business growth and savings generally in the region of 15-20%.



Commercial Strategy

We at MK Consultus believe that having a robust commercial strategy provides the strong foundations of a project. We focus on using a hands-on and innovative approach to provide our clients with updated cost information at every stage of the development cycle. The key elements here are to drive risk management, avoid disputes and generate commercial value through cost efficiencies.

Our **contract selection and drafting** experts have decades of experience and sit on key panels internationally so their understanding of key issues and problems arising due to interpretation of contracts is invaluable. Our team drafts contracts on the principle that 'risk lies with the party that is most able to manage it' as per the need of the customer and risk sharing principles. The contract selection and drafting process goes beyond the traditional aspects of time, cost and quality to ascertain the nature of the project, the value of the project, the known risks and their mitigation and understanding the overall customer objectives. The team is well versed with all types of Contracts with a particular focus on FIDIC, NEC, PPC2000, JCT, PF2, ICHEME, ICC and other bespoke forms.

Our **cost consultancy** service provides feasibility studies and cost estimates to budget control and final cost assessments. Managing costs effectively is a critical factor in the successful delivery of project objectives and outcomes, we believe that truly innovative solutions are made through continuous learning and sharing of ideas. Our approach is to manage costs efficiently and actively, identify issues as soon as they arise, provide solutions and advice on time, this helps us in providing high quality services at low cost. We believe in working as a team with our clients in order to build confidence in the decision-making process.



Post Contract

The successful delivery of a contract relies on effective post contract management. It is a continuous process that ensures all parties adhere to their agreed contractual obligations, along with negotiating any future changes that need to take place. Our principle here is to provide effective contract administration, commercial management, change control, risk management and a strong emphasis on avoidance of claims or disputes.

Our **contract administration** team has vast experience of managing multibillion £ worth of various forms of contracts and frameworks. We will help you with your objectives while ensuring other parties adhere to their commitment. We use latest software packages to administer contracts in accordance with the requirements and obligations outlined, thus ensuring effective document & change control. By making us a part of your project team at an early stage helps us in providing better assistance with contract processes and procedures.

Our **commercial management** service provides pro-active cost management and is essential for a project's success that costs are controlled from Concept to Completion so that a "no shock" financial outcome is delivered. Advice will be rendered on how to maximize returns on low-margin projects, particularly apt to the current market. Pro-active Contract and Commercial protection plans are put in place alongside practical controls and changes evaluated for time and cost impacts. Projects often require a significant involvement from suppliers and sub-contractors where we can implement the contractual and commercial administration procedures to ensure that Cost and Program Performance is achieved, and a dispute is avoided.



Our **risk and value management** multi-disciplinary and extensive experience enables our teams to identify and mitigate most project risks well before they reach site. Risk and opportunity management is an integral part of our management methodology and our proactive approach will ensure the control of risk in order to safeguard project objectives. We implement a continuous risk management approach that covers the assessment of risk, analysis of risk budgets, risk avoidance, mitigation, planning & monitoring and draw down of contingency; all integral parts of effective post contract management.

Our **final accounting** service provided through a panel of Quantity Surveyors that offer to undertake all services entailed to settle the final accounts of a project. We are involved in the final account preparation, submission & subsequent agreement on behalf of the consultants, clients, contractors and sub-contractors. We provide this service in accordance with the terms and conditions relevant to the contract and client's requirements.

Our **forensic investigation and contractual analysis** are based on unique set of expertise by having a strong and internationally recognized experienced team, who independently assess and evaluate contracts, audit post contract administration, commercial management and program on a given project. We advise on the client's position identifying the true causes behind a dispute. At MK Consultus we consider numerous issues that affect the project such as; the pricing of variations and claims, including delay, disruption and changes in work methods and sequencing. Our experience of engineering, law, quantum and delay analysis provides us to justify claims, in fact and in law, based on true value. We believe in fair and reasonable outcomes and provide advice to our clients independently without conflicts based on the conditions of the contract.



Our **Claim Management, Identification, Preparation & Defense** service is based on expertise gained working in the industry with our specialist staff that undertake this work drawing on their many years of experience on infrastructure, transport, rail, port & marine, energy, civil engineering, electrical and mechanical installations, oil, power, gas and petrochemical projects. The preparation and defense of such claims requires a clear understanding of the contractual and legal principles which underpin each claim, the ability to fully understand and interpret the conditions of the contract, and the methods of calculation and presentation which may be adopted. At MK Consultus, our team of certified quantum and delay experts have years of experience in forensic analysis, identification, preparation and defense of Variation claims, Prolongation claims, Delay Claims, Disruption chains, Other Monetary claims, Extension of time claims, Breach of contract, Ex-contractual claims. Our experience allows us to perform accurate time impact analysis and evaluate concurrency of multiple issues, the techniques are tested and recognized by the courts, dispute boards and independent arbitration panels.

Dispute Avoidance

Construction industry has always been marred by disputes and today in almost every region of the world, the ratio of disputes is increasing significantly. This makes the need to avoid disputes more vital and at MK Consultus, we not only help our clients to avoid potential pitfalls at the start and during the project but also regularly monitor progress to ensure that the risks of disputes are kept to absolute minimum. Dispute avoidance in the construction industry is an important aspect of effective contracts management, and, whilst MK Consultus can provide a comprehensive service should claims and disputes arise, our first priority, where we are involved early in the process, is to seek all means of settling the issues with a view to avoiding disputes, consistent with the requirements of our client.

Our **dispute review advisors** form part of the team as a neutral member with the motto to avoid disputes in the first place. At MK Consultus, our experience, education and expertise play an important role where we attend projects once a month to understand progress, review issues and provide advice based on years of successful delivery of major projects in engineering, commercial and law, the experienced members of our team can sniff potential issues before they materialize in to a claim or a dispute.

Our **dispute avoidance panel** service is focused on reducing the misunderstanding between the parties, either contractual or non- contractual. We have experience of the common causes of disputes that are Failure to properly administer the contract, poorly drafted or incomplete/unsubstantiated claims, Employer/Contractor/Subcontractor failing to understand and/or comply with its contractual obligation, Errors and/or omissions in the contract document and Incomplete design information or employer requirements (for Design and Build and D&C). We act on dispute avoidance panels on large infrastructure projects to provide the contracting parties with observations of areas of concern which if not addressed, may lead to the crystallization of a dispute. Our dispute avoidance panels comprise of Legal, Commercial, Construction/Planning and Behavioral experts.



Dispute Resolution

Construction is a significant contributor to the global economy, amongst many procedural complexities; it is usually unavoidable to complete a major construction project without disputes. Our mission is to provide the highest level of quality, integrity, and efficiency in dispute resolution services by offering an outstanding group of experts, mediators and arbitrators, combined with superior case management expertise.

The costs of disputes are generally amongst the most complex and expensive actions to pursue in litigation and/or in arbitration, yet the time taken to finality can be in years after the project is either stalled or finished. MK Consultus has end-to-end project lifecycle expertise that aids in effective dispute resolution, we are able to offer the following consultancy, advice and technical knowledge:

- ◆ Independent appraisal of the strengths and weaknesses of a dispute.
- ◆ Technical advice and assistance throughout the dispute resolution process.
- ◆ Preparation of particularized documents including technical position papers, assistance with pleadings, case particulars and witness statements.
- ◆ Expert witness for quantum, planning and delay analysis or other associated specialist areas.



Dispute Management

At MK Consultus, we believe that the number of risks inherent in construction invariably go beyond any other industry and hence effective dispute management becomes an integral part of our service offering. Our committed and professional team has practical and in-depth experience of dispute management in different sectors and industries around the world. We work with our clients to resolve disputes fairly, quickly and cost effectively in a vast array of settings and contractual arrangements. Where disputes do arise, it is important that they are managed by experienced and specialist personnel so that actions appropriate to the dispute are taken when required, strategies developed and placed to meet the client's objectives, and opportunities for settlement are recognized and developed, when they occur.

Our **expert witness** service is wide ranging dealing with quantum, programming, and engineering matters and are regularly appointed to provide expert reports and appear for cross examination. Our multi-disciplinary and multi-skilled team prepares expert reports and subsequently give evidence if the dispute is not settled in arbitration or court proceedings.

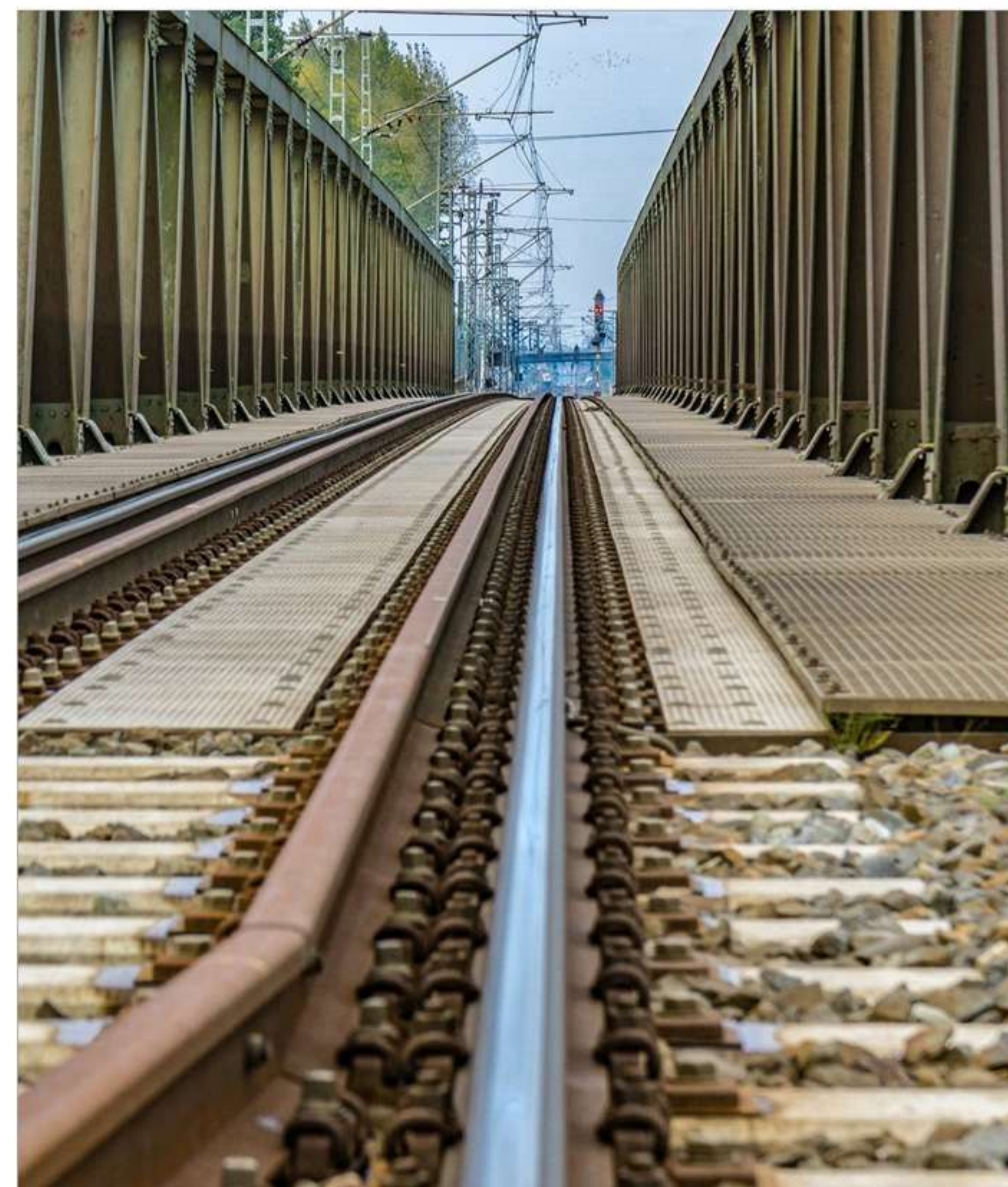
Our **Alternative Dispute Resolution (ADR) and Online Dispute Resolution (ODR)** service provides the resolution of disputes that are settled outside the jurisdiction of the Courts. This can be contractual or voluntary based on the client's needs. With E-filing and web technology development advancement, it has allowed dispute resolution professionals to be available within seconds of a problem arising. At MK Consultus utilizing online technology and platforms, we can provide advice to clients remotely utilizing face to face consultation or via using our website e-portals. MK Consultus believe that the journey from alternative to online dispute resolution begins here as we can start a mediation at any time and continue in parallel with other forms of alternative dispute resolution. Which also means no need for a stay of proceeding.



Our **Negotiation service** is providing the process of bargaining between the parties. Discussions are held concerning the dispute, aimed at achieving conciliatory give-and-take agreements that are mutually acceptable to each party. The secret of successful negotiations lies in comprehensive and effective planning. At MK Consultus we prepare negotiation strategy and tactics for optimum results for our clients, the understanding and claims expertise in various sectors gives us the edge of identifying potential beneficial areas in other parties' submissions.

Our **Mediation service** is quick, economic, and provides a better opportunity for maintaining relationships between parties than other means of dispute resolution. Our mediation success rate is over 90% and the approach taken at MK Consultus is respecting the views of each party and appear as a true neutral. Our team of experts have vast experience of representing both sides in all aspects of mediation process enlisted on major mediation panels.

Our **Adjudication service** represents parties in adjudications and also act as adjudicators. Adjudication is a private, simple and cost-effective method of dispute resolution, completed within a stipulated period of time. Adjudication gives right to any party under a written contract to refer a dispute under the contract to an adjudicator or under statutory provisions of the Housing Grant Construction and Regeneration Act 1996 as amended by the Construction Act 2009 provides for mandatory adjudication on construction operations. Decisions made by an adjudicator are temporarily binding on both parties until the dispute is resolved by agreement, arbitration or litigation. Our team of experienced adjudicators who are empaneled on various adjudicator nominating body.



Our **Arbitration** practice is truly international where we have vast experience of representing parties in all aspects of arbitration process. We believe that arbitration is a way of reaching to a decision; binding and enforceable by law between two or more parties in a dispute, by an arbitrator. We provide advice to our clients that Arbitration is, or should be, extremely flexible with many potential variants of procedure. Arbitration should not be confined or understood as an imitation of litigation, but should provide the parties with a genuine alternative, where the claimed advantages of time, cost, confidentiality and flexibility are in fact realized. We have worked in partnership with many leading global arbitration law firms on construction disputes relating to energy, oil & gas, dam, infrastructure, consultancy agreements. Our clients include contractors, subcontractors, developers and building owners, oil and gas companies, Government departments and quasi-government organizations.

Our **Neutral Evaluation** consultancy provides a process where a neutral third party hears presentations by disputing parties of their position; the process typically begins with the selection of a “neutral evaluator”, preferably someone who has vast experience in the particular dispute, enjoys a high level of trust and regard by the parties. The parties need to be invested in the process and should be willing to actively listen to evaluator’s opinions and avoid confrontation. At MK Consultus we are regularly appointed by clients to provide ‘Early Neutral Evaluation’ which provides a fair and reasonable assessment of the said dispute.



Dispute Review Board

A dispute board or dispute review board or dispute adjudication board is a 'job site' dispute adjudication process, typically comprising independent and impartial professionals selected by the contracting parties'.

Established in the mid- 1970s as a non-traditional approach to reducing conflicts and costs, the key reason was to deal with the issues in hand without disrupting progress of the project.

The use of DBs is endorsed as a 'successful technique' for resolving and avoiding disputes in a timely and cost effective way by the world bank and mandated if using certain forms of FIDIC and NEC contracts.

At MK Consultus we have experienced team who appear as dispute board members globally. Our members are independent, which give an excellent neutral view, and the significant expertise and experience benefits the project team, which is invaluable. We can help clients set up dispute boards, run and provide members for the boards who can be actively involved throughout the project and assist the Parties in concluding the contract either without disputes, or in the event that disputes arise, to resolve them with the minimum of time and cost so that the Parties can concentrate on completing the project.



Training and Development

MK Consultus believe in learning and development and we believe that the knowledge and skills that we have gained through practical experience can provide excellent skills to any project team globally.

We have substantial experience in the provision of in-house seminars, public seminars, and training workshops dealing with all contractual aspects of construction contracts and effective contracts administration. Our training, seminars and workshops are tailored to suit the precise needs of the client, typically ranging from short sessions of 1 to 2 hours, to several structured sessions spread over a period of several weeks.

Our most prominent training courses are;

- ◆ Dispute Avoidance and Management (including Alternative Dispute Resolution)
- ◆ Contract Management and Administration
- ◆ Tendering & Procurement Master Class
- ◆ Standard forms of Contracts
- ◆ A special 1-day course on either FIDIC, NEC, JCT or ICC forms of Contracts
- ◆ Introduction to Arbitration
- ◆ Planning & Scheduling
- ◆ Project Management in Construction
- ◆ Construction Contract Principles



Our Team

MK Consultus has a unique combination of people who are collaborative, resilient and firm. Our specialists are the very best in each of their chosen fields, mostly multidisciplinary and are all regarded as leading professionals in their disciplines. Whether acting as quantity surveyors, ADR expert, planners and project managers, the role of MK Consultus is to provide substantiated and reasoned advice.

We work as a team to provide the very best client experience and pride ourselves on providing the very best client satisfaction experience. In addition, we work through a group of associates and partner companies to provide a wider area of specializations to cover the most common areas of Construction Project. However large and complex a situation is, MK Consultus has someone with the necessary expertise to tackle it, supported by the knowledge of colleagues, who are also recognized experts in their own disciplines.

MK Consultus has entered in strategic partnerships with globally recognised organisations to increase its capacity and service offerings. LMS combine a multidisciplinary approach with great attention to the quality and promptness of the legal services offered, specially international commercial and investment arbitration. While Currie & Brown is an asset management and construction consultancy driven by innovation

The logo for Currie & Brown, featuring a white 'CB' monogram on a dark red background, followed by the text 'Currie & Brown' in white.The logo for LMS, consisting of three dark red squares with white letters 'L', 'M', and 'S' inside them, arranged horizontally.

Mian Sheraz Javaid

Sheraz is an MSc in Construction Laws and Dispute Resolution from King's College London and has been working as a construction lawyer for last 15 years. He is also a co-founder of MK Consultus. He is a qualified Civil Engineer as well as a qualified Lawyer and is one of the known Civil Engineer cum Lawyer in Pakistan. His practice area focuses on construction contract drafting, dispute avoidance, ADR, licensing, construction litigation and other construction related issues. Sheraz is representing and providing consultation to governments, owners, contractors, subcontractors, architects, engineers and other construction-related entities.

Sheraz is a life time member of Pakistan Engineering Council, Punjab Bar Council, Lahore High Court Bar Association, Lahore Bar Association, member of Society of Construction Law (SCL), Gray's Inn, Dispute Review Board Foundation (DRBF) and is Fellow of Chartered Institute of Arbitrators, Fellow of Prime Dispute as well as Fellow of Chartered Institute of Civil Engineering Surveyors.

Area of Expertise

- ◆ Strategic Planning & Analysis
- ◆ Sustainability & Innovation
- ◆ Stakeholder & Partner Relations
- ◆ Contracts & Procurement
- ◆ Commercial Management
- ◆ Business Process Improvement
- ◆ Alternative Dispute Resolution
- ◆ Training & Development

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Nasir Khan

Nasir Khan is a Partner at MK Consultus Limited specializing in all aspects of projects from inception to completion. He has just under 20 years multi-disciplinary experience as an Engineer, Project Manager, Quantity Surveyor, Procurement, Contract Administrator, Claims consultant, Expert and Arbitrator working in the United Kingdom and internationally on a wide range of projects within the power plants, utilities, oil & gas, telecommunication, manufacturing and rail infrastructure sectors.

He has experience in procurement & commercial management using a wide range of construction contracts and is experienced in dealing with construction claims and their quantification.

Nasir is a Fellow of the Chartered Institute of Arbitrators, Fellow of the Chartered Institute of Civil Engineering Surveyors, Member of the Engineering Council and Fellow of Chartered Institute of Supply Chain Management. Nasir graduated as a Civil Engineer, obtained Master's in Construction Law & Dispute Resolution, Master's in Project Management and has a qualifying law degree.

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Tommy Wiranta Anwar

Tommy has more than 12 years of experience working in the construction industry. He has managed many high-profile projects such as EPC oil and gas project, power plant project; high-rise building; road; airport; and harbor. He has experiences in various position such as structural engineer, quantity surveyor, project control, construction manager, and construction lawyer. Having educational background in both civil engineering and construction law major makes Tommy's profile more complete than ordinary lawyers and engineer.

Tommy provides a wide range of services to anyone involved in any stage of the construction project. Moreover, Tommy is also an expert of various type of standard form of contract such as: – FIDIC rainbow suite of contract – CIOB time and cost management – NEC 3 Tommy also can give you advice on any type of partnership, such as KPS (Kerjasama Pemerintah Swasta), PPP's project for infrastructure, and concession contract (BOT, BOO, BOOT).

Area of Expertise

- ◆ Dispute Avoidance & Management
- ◆ Construction Law
- ◆ Arbitration / Adjudication
- ◆ Contract Negotiation
- ◆ Project Planning & Management
- ◆ Contracts & Procurement
- ◆ Project Cost Estimation & Cost Control
- ◆ Quantity Surveying
- ◆ Mediation



Fahad Hassan

Fahad Hasan has 13 years of experience in planning, forensic planning and dispute resolution services. He has been involved in the preparation of expert reports on delays and disruption on a number of residential, energy and rail projects.

Fahad has worked mainly on planning and programming assignments. He was involved in the preparation of preliminary and expert reports, has been conducting project record forensic research and interviews of key project personnel and has performed the analysis and investigation of delay in a wide range of contexts and using a variety of methodologies. He has excellent skills in database analysis and programming.

Fahad has worked with owners, engineers, subcontractors and contractors from the UK and abroad to consult on matters related to project management, project con-

Area of Expertise

- ◆ Dispute Avoidance & Management
- ◆ Alternative / Online Dispute Resolution
- ◆ Arbitration / Adjudication
- ◆ Mediation
- ◆ Expert Witness
- ◆ Contracts & Procurement
- ◆ Commercial Process Development
- ◆ Business Process Improvement
- ◆ Supply Chain Management
- ◆ Training & Development



Nawaz Ahmed

Nawaz is an exceptionally well-qualified and experienced Senior Engineer Projects Director & Principal Quality Assurance Consultant, with an excellent track record of project delivery and achievements within the Utilities Industry over a period of 30 years+. He is MBA qualified with an Electrical Engineering background, with many years of operational and project management experience, in a competitive commercial environment. He has worked for one of the largest distribution network operators in the UK as well as two regional electricity companies, in both the Regulated (DNO) & Private Networks Infrastructure businesses. His experience covers the UK Government's Major Rail construction programmes of Crossrail (£16bn) & High Speed 2 (£56bn). His work has included working closely with Network Rail and London Underground (Transport for London) as well as utility project delivery partners.

He has led and implemented an organisation-wide regulatory ISO quality improvement project and also led a key area of the DNO – RIIO ED1 regulatory (£7.4bn) price control. Nawaz has advised on Rail Energy Strategy / Policy Development, Price Control regulatory determination & Business Change. He more recently engaged as Principal Engineering Consultant with Network Rail where he worked on the Electrification work stream of a National Supply Chain programme, which was nationally recognised as a winner of the National UK Rail Industry Award. He has supported Electrification Asset Policy development for Network Rail's next five-year control period CP6.

Nawaz is a seasoned professional having serviced over 30 years in major infrastructure engineering delivery in the UK and Europe. He has served in senior director positions on the UK's biggest rail infrastructure projects (Crossrail £16bn and High Speed Two £56bn), where his experience and intervention resolved countless project conflict disputes and litigations.



Area of Expertise

- ◆ Major Engineering Programme & Project Management
- ◆ Rail Projects Advisory (Electrification)
- ◆ Electrical Network Operations & Maintenance
- ◆ SO9001 / 2000 Implementation
- ◆ Power Sector
- ◆ DNO Utility Management
- ◆ Stakeholder Engagement Specialist
- ◆ Business Change & Improvement
- ◆ Company Strategy Development
- ◆ Commercial Bidding & Tenders

Sheila Bates

Sheila Bates is a mediator, facilitator and coach with over 25 years' experience in international business, working in Banking, ICT, automotive, professional services, food supply chains and the public sector. She was accredited as mediator in 2007, whilst working for the European Bank for Reconstruction and Development. A trustee of the CEDR Board, she is also a member of its training Faculty. Sheila mediates a range of cases including workplace and employment, ICT, banking, and construction cases. She has developed a collaborative process to facilitate dialogue in complex supply chains to remedy and mitigate instances of modern slavery, with a current focus on the food industry. A seasoned facilitator she is often called upon to manage large and complex group interventions for successful outcomes. An effective coach Sheila encourages parties to keep going, when things get tough.

Sheila aims to harness conflict between parties to achieve constructive outcomes for parties. She is skilled in cross cultural disputes and reducing power imbalances where they may exist. An advocate for developing mediation skills for commercial life, she is particularly interested in working with aspiring leaders. A fluent French speaker, she mediates, facilitates and trains in the language.

She has over 25 years of experience in human resources consulting and she started her career in sales and marketing in the UK, moving into professional services in Brussels in 1989. Between 1995 and 2004 she held various HR roles in global organisations, including start-ups and acquisitions. In 2004, she was appointed to a senior position in a London based financial institution, focussing on emerging markets. It was during this time that she became an advocate for mediation. Since 2015, she pursues mediation, facilitation, coaching, training and HR consulting in a full time capacity.



Area of Expertise

- ◆ Banking and Finance
- ◆ Employment & Workplace
- ◆ Partnership & Shareholder
- ◆ Food Production
- ◆ Community Mediation
- ◆ International organisations
- ◆ Emerging Markets



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