



FMCS

FEDERAL MEDIATION &
CONCILIATION SERVICE

SPEAKER'S BIO



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Pete Swanson is the Chief Practitioner for the Office of Conflict Management and Prevention at the Federal Mediation and Conciliation Service (FMCS). Prior to re-joining FMCS in late 2018, he was a senior partner with Carr Swanson & Randolph, LLC for eighteen years. Mr. Swanson has extensive domestic and international experience helping a diverse range of national and international clients achieve effective business results. He specializes in merging the disciplines of conflict resolution, leadership development, coaching, organizational development and training/education to provide systemic and holistic approaches to client challenges. He helps people and organizations better connect and communicate with each other. He is an accomplished mediator, coach, facilitator, trainer and consultant in leadership development and alignment and systemic/organizational change.

Over the past two decades, Mr. Swanson has been at the cutting edge of conflict resolution, leadership development and complex systemic organization change efforts. He has worked in over 50 federal/state/local and international agencies and organizations in four continents and 23 countries including Afghanistan, Argentina, Austria, Bosnia, Bulgaria, Croatia, Cyprus, Dominican Republic, Guatemala, Greece, Holland, India, Japan, Korea, Kosovo, Myanmar, Nepal, Panama, Papua New Guinea, Serbia, Slovenia, Sweden and Thailand. This work has included mediation training, facilitation, dispute systems design, leadership development, and related areas.

He regularly mediates/facilitates many large and small workplace conflicts, facilitates senior executive leadership programs and culture change efforts for many federal agencies and other organizations; and provides executive coaching services to senior leaders. He has served as course designer and lead trainer and instructor for over 3,000 students in hundreds of mediation, leadership/negotiation, and facilitation courses and workshops. He has designed, taught courses, and coached many leaders who are involved in challenging environments to enhance their communication and negotiation skills to reach a deeper level of connection and understanding and transform adversarial relationships into productive partnerships.

Mr. Swanson has been a mediator and neutral party for three decades, first serving FMCS between 1989-2001 as a Commissioner/ADR mediator and mediation/facilitation training specialist. While at the FMCS he was a principle architect of their domestic and international alternative dispute resolution programs, and served as a mediator and facilitator in many public policy, labor, grant, employment, EEO, and environmental disputes. He has facilitated numerous complex multi-party, public policy and negotiated rulemaking disputes, including extensive work with intergovernmental agencies and Native American tribes and tribal organizations. Mr. Swanson has a masters in Conflict Management as well as an undergraduate degree in Cultural Anthropology, both from George Mason University.