

Helen Marie Elisabeth Winter, Ph.D.

2000 Washington Ave, Santa Monica, CA 90403
helen.winter@pepperdine.edu
+1 617 9096376

Assistant Professor of Law and Practice, Pepperdine Caruso School of Law;
Founder of R3SOLUTE; Conflict Strategist, Lawyer & Mediator

Education

2021 – 2023 **Program on Negotiation, Harvard Law School** **Cambridge, MA, USA**
Graduate Research Fellow

2019 – 2024 **European University Viadrina** **Frankfurt, Germany**
Ph.D. in Alternative Dispute Resolution
- Researching peer mediation in refugee shelters
- Magna cum laude

2016 – 2017 **Straus Institute, Pepperdine University, Caruso School of Law** **Malibu, CA, USA**
Master of Laws (LL.M.) in Dispute Resolution
- Mediation, Advanced Mediation, Negotiation, Arbitration
- System Design, Cross-Cultural Dispute Resolution, International Identity Based Conflict Resolution, Public Policy and Environmental Dispute Resolution, Ombudsperson, Family and Divorce Dispute Resolution, Psychology of Conflict, Apology and Forgiveness, Legal Research and Writing

2009 – 2016 **University of Heidelberg** **Heidelberg, Germany**
Law Degree, specialization in International Public Law

2009 **Friedrich Ebert Gymnasium** **Bonn, Germany**
International Baccalaureate Diploma and German Abitur

Professional Experience

2023 – now **Pepperdine Caruso School of Law, Straus Institute** **Malibu, CA, USA**
Assistant Professor of Law and Practice
- Academic Advisor of all international Straus Students
- Teaching Mediation Theory and Practice
- Teaching ADR & Social Entrepreneurship
- Trainer Professional Skills Programs
- Research

2021 – 2023 **Program on Negotiation, Harvard Law School** **Cambridge, MA, USA**
Graduate Research Fellow

2022 **Diversity & Dispute Resolution Course, Harvard Law School** **Cambridge, MA, USA**
Professor David Hoffman, Guest Lecturer, Co-author

2017 – present **R3SOLUTE gUG** **Berlin, Germany**
Mediator and Trainer; Curriculum Design; CEO; Founder
- R3SOLUTE is a nonprofit organization that establishes peer mediation in refugee shelters in Germany. It seeks to empower local communities by providing workshops on conflict mediation and through dialogue work between refugees and locals.
- Recipient of the "Act For Impact" award from the German Foundation for Education and Society, providing R3SOLUTE with €40,000 of funding, free office space, and coaching.
- Ranked among the "Top 50 German Startups" as number 11 of German startups across all industries by Frankfurter Allgemeine Zeitung
- Recipient of the Startsocial stipend under the patronage of Chancellor Angela Merkel, 2020

2017 – present **Mediation Winter** **Global**
Mediator and Trainer

- Providing mediation, dialogue work, facilitation and training focusing on international, intercultural, domestic, and large-group conflicts
- Seminars and trainings for leaders on conflict management e.g. in cooperation with Harvard Law School, as well as in cooperation with Inmedio Berlin and the Common Space Initiative (CSI) and the Finnish Evangelic-Lutheran Mission (FELM)

2017 – 2019 **European University Viadrina** **Frankfurt, Germany**
- Researcher and Lector at the Master's Program of Mediation and Conflict Management
- Lecturer and teaching assistant at the Master's Program of Mediation and Conflict Management

Jun – Sep 2017 **United Nations – UNOMS** **New York, NY, USA**
Trainee at the United Nations Ombudsman & Mediation Services
- Contributed to system analyses of policies and procedures that cause conflict within the UN

2016 – 2018 **OnDeck Mediation** **Los Angeles, CA, USA**
- Consultant: conducted mediations in labor law matters, provided neutral fact-finding, business development

2016 – 2017 **Los Angeles Superior Court** **Los Angeles, CA, USA**
Mediator
- Conducted mediations in civil disputes

Summer 2016 **International Justice Mission** **Berlin, Germany**
- Internship for legal, government affairs and advocacy matters

Summer 2013 **German Embassy** **Madrid, Spain**
- Research Internship at the German Embassy in the Economics Department

Autumn 2009 **European Council** **Strasbourg, France**
- Research Internship in the Division of Bioethics at the Council of Europe

Awards and Scholarships

- Excellence in Teaching, Pepperdine Law School 2025
- Global Mediation Synergy Award, Peacemaker Award, Ukrainian Academy of Mediation, 2025
- Graduate Research Fellowship at Program on Negotiation, Harvard Law School, 2021- 2023
- Pepperdine University, Outstanding Alumni Abroad Award, in recognition of living the Pepperdine mission around the world and demonstrating a life of purpose, service and leadership, 2019
- CALI Excellence for The Future Award for excellent achievement in the study of "International Identity Based Conflict and Dispute Resolution" (A+), February 2017
- CALI Excellence for The Future Award for excellent achievement in the study of "Advanced Mediation" (A+), April 2017
- Awarded scholarship from Pepperdine Caruso School of Law covering $27,000 of tuition fees
- German Association for International Cooperation (GIZ), scholarship award 2017 – supporting my traineeship at the United Nations Ombudsman & Mediation Services in New York, USA
- DAAD scholarship 2012 – for pursuing a research internship at the German embassy in Madrid, Spain
- Erasmus Scholarship awarded for law studies at Katholieke Universiteit Leuven, 2011
- Recipient of a one-year US exchange scholarship of €30,000 while at secondary school

Service

- **Faculty Advisor**, Dispute Resolution Law Journal, Pepperdine Caruso School of Law, 2024–present
- **Faculty Advisor**, Dispute Resolution Society, Pepperdine Caruso School of Law, 2025–present
- **Founder & Faculty Director**, Community Conflict Resolution Lab, Straus Institute, Pepperdine Caruso School of Law, 2025–present
- **Academic Advisor**, International Straus LL.M. and MDR Students, Pepperdine Caruso School of Law, 2023–present
- **Founder & Director**, R3SOLUTE, Community Conflict Resolution and Peer Mediation, 2017–present

Languages

German, English, Spanish (fluent), French (good)

Speaking and Teaching Engagements

- Pepperdine Dispute Resolution Law Journal Symposium, *Ethics, Identity, and the Neutral Role: The Mediator as Convener for Needed Dialogue*, November 7, 2025 (Moderator, Faculty Advisor)
- UC Law San Francisco, Works in Progress Conference, *Community for Community: Empowering Change Through Student-Led Conflict Resolution Workshops*, 2025
- Southern California Mediation Association Annual Conference, *Catalysts for Change: Exploring the Mediator's Role in Social Activism*, October 25, 2025
- Florida State University College of Law, *Trust, Humility, and Self-Efficacy: The Attorney-Client Relationship and the Lawyer's Duty to Advise Clients About Dispute Resolution Options*, September 2, 2025
- The Hague University of Applied Sciences, Relational Peer Mediation Conference, *Peer Mediation in Higher Education in Action*, June 26–27, 2025
- Association for Conflict Resolution – Greater New York, 2025 Annual Conference, *Pioneering ADR & Social Entrepreneurship: Redefining Legal Education*, June 2025
- ABA Dispute Resolution Section Spring Conference, Educator's Share Point, *ADR and Social Entrepreneurship*, April 25–26, 2025
- International Institute for Conflict Prevention & Resolution International Mediation Competition, *Between Decision and Agreement: The Arbitrator, the Mediator, and Emotions in the Field of Conflict*, April 1, 2025
- JAMS Institute, *The Power of Civility in Conflict Resolution*, March 202
- THUAS The Hague School of Law, Peer Mediation in the Refugee Setting, December 11, 2024
- Work in Progress Conference, Meaningful Work in Peril? Preserving self-efficacy in the Age of Artificial Intelligence, October 18, 2024
- Southern California Mediation Association, Annual Conference, Bias Reduction Strategies, October 25, 2024
- Webinar on Bias Reduction Strategies in Mediation at Association for Conflict Resolution, greater New York's annual conference, 2024.
- Upcoming presentation at University of Neuchatel TexLex Institute's conference on Dispute Resolution on Social Media Platforms on the need for "Decentralized Justice in Blockchain Governance and its Applicability to Disputes on Social Medias", May 31, 2024.
- Webinar on Bias Reduction Strategies and Psychosocial Peer Mediation with refugees for JAMS mediators, 2024
- Webinar on Peer Mediation and bias reduction strategies for Ukrainians at Edwards Mediation Academy, 2024
- Webinar on Psychosocial Peer Mediation with refugees at Association for Conflict Resolution, greater New York's annual conference, 2023.
- Webinar Speaker with David Hoffman, *Follow the Science: Proven Strategies for Reducing Unconscious Bias*, PON Live!, April 26, 2023
- Guest Clinical Instructor, *Negotiation Workshop*, Professor Sheila Heen, Harvard Law School, Cambridge, MA, USA, February 23, 2023
- Project Assistant, *Dispute System Design Clinical Seminar*, Professor Rachel Viscomi, Lecturer Morgan Michele Franklin, Harvard Slavery Remembrance Project, Harvard Law School, Cambridge, MA, USA, Spring term 2023
- Webinar Speaker, *Peer Mediation Among Refugee Communities: A Path to Self-efficacy and Sustainable Conflict Prevention*, PON Live!, January 11, 2023
- Panelist, *International Stalemate – Dispute Resolution and Diplomacy*, *Mediation Interventions on a Global Scale*, Straus Institute for Dispute Resolution, Pepperdine School of Law, Malibu, CA, USA, November 2022
- Guest Speaker with David Hoffman, *Reducing Unconscious Bias*, Workshop at the International Academy of Collaborative Professionals, on Zoom, October 2022
- Podcast Speaker, *Conflict Tipping Podcast*, Mediate.com, Episode 6, August 2022
- Panel Speaker, *The Future of Post-Pandemic Mediation* – Mediate.com, July 2022

- Guest Lecturer, *Diversity and Dispute Resolution* with David Hoffman, *What role do issues like class and culture play in establishing peer mediation mechanisms in refugee shelters?*, Harvard Law School, January 2022
- Webinar Speaker, *A Multidisciplinary Approach to Conflict Resolution in Refugee Shelters in Germany: Challenges, Opportunities and Lessons Learned*, addressing members of the International Committee of the American Bar Association Section of Dispute Resolution, November 2021
- Podcast Speaker, *R3SOLUTE: Reinventing Conflict Resolution in the Refugee Setting*, Resolutions: A Podcast About Dispute Resolution and Prevention, American Bar Association, November 2021
- Keynote speaker, *Healing the Divide*, ACR annual conference 2019, Tucson, AZ, USA, September 2019
- Guest Lecturer, *Conflict Resolution and Entrepreneurship, Finding a Niche to Solve a Social Problem*, Straus Institute for Dispute Resolution, Pepperdine School of Law, Malibu, CA, USA, September 2019
- Speaker, *How to Reclaim Humanity: Embracing Difficult Conversations*, TEDx HU, Berlin, Germany, December 2018
- Presenter, *Peer Mediation with Refugees*, panel speaker, *Future Pro Bono Advocacy*, 7th Asia Pro Bono Conference, Hong Kong, China, October 2018
- Seminar teacher, *PTM3 Internationalization and Professionalization of Mediation and Conflict Management, Psychology of Conflict*, European University Viadrina, University of Copenhagen, 2017

Publications

- Winter, H. M. E., Turk, A. M., & Winter, S. F., *Meaningful Work in Peril? Preserving Self-Efficacy in the Age of Artificial Intelligence*, AI and Ethics (2025).
- Winter, H. M. E., *Inaugural ADR and Social Entrepreneurship Course*, 69 St. Louis University Law Journal 511 (2025).
- Winter, H. M. E., & Qiao, J., *Develop Students Who Can Tackle Complex Societal Issues: Course Design Strategies to Foster Problem-Solving and Collaboration Skills*, Harvard Business Impact, May 29, 2025.
- Winter, H. M. E., *Peer mediation in refugee shelters: What constitutes peer mediation form the participants' point of view?*, Dissertation (2024).
- Hoffman, D., Winter H., *Follow the Science: Proven Strategies for Reducing Unconscious Bias*, Harvard Negotiation Law Review (HNLR), (2022).
- Winter, H. M. E., Klapprott, F., Naanaa, M., Turk, A. M., & Winter, S. F. (2022), *Psychosocial peer mediation as sustainable method for conflict prevention and management among refugee communities in Germany*, Conflict Resolution Quarterly, 1– 16.
- *Working from the Heart*, book chapter in "More Justice! More Peace!" edited by Susan Terry, Rowman & Littlefield, 2020
- Winter, H. M. E., *Sharing What Divides Us*, Harvard Negotiation & Mediation Clinical Program Blog, May 2019
- Winter, H. M. E., *Competition Authority Intervenes to Prevent Eason's Planned Purchase of its Rival Argosy*, IN FOCUS, September 2012

Interests and Activities

- My daughter, Lotte Camille
- Program on Negotiation, Harvard Law School certificates: *Negotiation and Leadership* with Guhan Subramanian, James Sebenius, Daniel Shapiro, Debbie Goldstein, Robert Wilkinson, Gaby Bloom and Brian Mandell; *Negotiation Workshop* with Toby Berkman and Carri Hulet; *Leveraging the Power of Emotions as you Negotiate* with Daniel Shapiro; *4P Framework on Strategic Negotiation and Leadership* with Robert Wilkinson, Cambridge, USA, 2021
- Theatre acting, *Amphytrion* by Heinrich von Kleist, Berlin, Germany, 2019
- Psychological first aid training, United Nations Staff Counselor's Office, New York, USA, 2017
- Ambassador at International Justice Mission Germany, since 2015
- Screenplay writing, selected creator/chief author of the project "Writers Room", writing for TV series at the DAI (German American Institute), Heidelberg, Germany, since 2015
- Acting, protagonist in film and TV productions. Since 2009, leading actress in six German TV productions and as supporting actor in four German cinema productions
- Tennis, Jazz flute