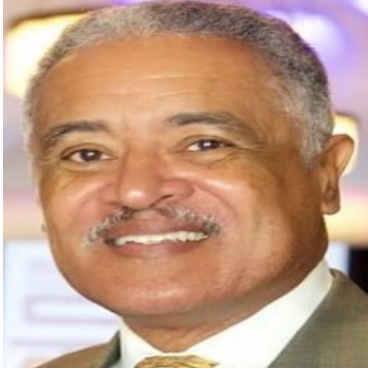




AAA Mediation.org™

FN-4860284 MN-4860284 LN-4860284

Carlsbad, California



Current Employer-Title Human Resource Capital Consultants Inc - Managing Partner
California State University San Marcos - Part-time Instructor

Work History Managing Partner, Human Resource Capital Consultants Inc., 2003 - Present; Part-time Instructor, California State University San Marcos - College of Business Administration, 2017 - Present; Chief Talent Officer, Room to Read, 2011 - 2019; Part-time Lecturer, University of Southern California - Marshall Business School, 2007; Vice President/Chief Administrative Officer, MedUnite Inc., 2000 – 2003; Vice President of Human Resources and Administration, ARCO Latin America - Atlantic Richfield Company, 1997 – 1999.

Experience Over 25 years of 'C'-Level experience. Work experience includes the chemical, financial services, natural resources, entertainment, information technology services, and non-profit sectors. Over 40 years' cumulative entrepreneurial experience in the auto repair, food processing, property management and consulting sectors. Over 45 years' as a Human Resources professional delivering and managing all areas of human resources including: conflict resolution, culture change, teambuilding, mediation, arbitration, professional development, labor negotiations and grievance management.

Mediator Experience Mediated hundreds of employment disputes between employees of self-owned company or client firms. Mediated scores of labor disputes between companies and former employees. Negotiated hundreds of termination and severance agreements between companies and employees. Represented the company or clients in Civil or Labor Courts in the US and South Africa. Won a five-year case in the South African labor court against five plaintiffs. Currently, developing strategy and providing testimony for the Respondent in a case before the Commission of Conciliation, Mediation and Arbitration in South Africa. Mediated agreements between companies and labor unions; Oil, Chemical and Atomic Workers, Teamsters, Steam and Pipefitters Union, International Brotherhood of Electrical Workers. Negotiated scores of partner agreements.

Representative Issues Handled as a Mediator Mediation issues include: age, ethnic, gender and sexual orientation discrimination, wrongful discharge, harassment and sexual harassment and policy or labor agreement non-compliance issues.

Mediator Style & Process Having used the process for many years, mediation has proven to be a better solution to arbitration or litigation. It is usually faster, less expensive and allows the parties to retain the authority to

Preferences	<p>resolve the dispute. For mediation to be successful, both parties must enter the process in ‘good faith’, willing to work toward a mutually agreeable resolution. The mediator should facilitate the process, acting as an objective third-party with the interests of both disputing parties in mind. The mediator should thoroughly understand the facts of the case and should be able to probe to clarify evidence and help the parties develop new insights which may lead to an agreeable outcome.</p> <p>Effective conflict resolution and mediation approaches are situational; therefore, if required, an effective mediator must be able to use all three mediation styles, distributive, integrative and transformational. As a firm believer in the interactionist view of conflict, a transformative mediation approach is preferred with an integrative, principled approach as a backup. Where the parties are not adversarial, instead working collaboratively to preserve the relationship and identify win-win outcomes or reasonable compromises.</p>
Education	University of Southern California (MBA, General Management and Organization Development-1993); University of California - Riverside (BA, Administrative Studies/BS, Economics-1975).
Professional Associations	Society of Human Resource Management
Mediation Rate	\$425 Per Hour
Languages	English
Citizenship	United States of America
Locale	Carlsbad, CA

The AAA’s Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA’s Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator’s resume. If you have any questions about a mediator’s experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.