



AAA Mediation.org™

**FN-4996746 MN-4996746 LN-4996746,
Esq.**

Manvel, Texas



Professional Summary

Highly experienced business executive with nearly 30 years of human resources experience in the oil and gas industry. Proficient in mediating complex employment related matters.

Profession

Mediator; Retired Human Resources Executive

Work History

Dispute Resolution Center Harris County, 2020 – Present; Vice President, Human Resources Shell Oil Company, 2014 – 2019; Various Human Resources Manager Positions, Shell Oil Company, 1990 – 2014.

Experience

Extensive global experience in human resources and conflict resolution. Mediated several cases involving a variety of small claims, contract disputes, alleged fraud, neighbor disputes and unfair business practices.

Nearly 30 years of experience as a Human Resources executive successfully identifying and resolving labor grievances, employee/supervisor disputes and employee discipline issues.

Mediator Experience

Mediated more than 30 mediations covering a wide range of issues.

**Representative Issues
Handled as a Mediator**

Contract disputes, alleged fraud and unfair business practices, small claim issues, neighbor disputes, employment conflicts.

**Mediator Style & Process
Preferences**

My mediation philosophy is to facilitate the discussion between parties to reach a settlement. I see the role of the neutral as a communications bridge to improve discussions, identify solutions to reach agreement thereby allowing the parties to move forward putting the dispute behind them. I believe it is important to have a commitment to the process and willingness to “never give up” so that a settlement can be reached. Patience, creativity, empathy, and perseverance are the key attributes used to evaluate the strengths and weaknesses of the dispute to help the parties reach settlement.

Technology Proficiency

Familiar with online communications programs like Zoom. Willing to utilize an online platform for mediation sessions.

Education

University of Alabama (J.D.-1990; B.A.-1987).

Professional Licenses	Admitted to the Bar: Texas (1990).
Professional Associations	Texas Bar Association (ADR Section).
Mediation Rate	\$375 Per Hour
Languages	English
Citizenship	United States of America
Locale	Manvel, TX

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.