



## Alternative Dispute Resolution

### **Leech Tishman's Alternative Dispute Resolution (ADR) Practice Group assists clients in resolving disputes through conflict resolution processes that provide alternatives to traditional federal and state court judicial and jury proceedings.**

Our ADR attorneys serve as professional neutrals (mediators, arbitrators and early neutral evaluators) and also serve our clients as skilled ADR advocates in all forms of these dispute resolution processes. Our attorneys also design, train and implement internal conflict resolutions processes for employers and organizations, and assist in resolving conflict between employees, executives, business partners and shareholders, and corporate entities.

#### **In Brief**

Many clients want to avoid the time delay, expense and uncertainty of traditional judicial and jury trials by utilizing ADR processes to resolve conflicts that would otherwise be submitted to traditional litigation. Workplace and corporate disputes disrupt business, negatively impact productivity and employee morale, cause public embarrassment, and result in otherwise unnecessary litigation costs. By utilizing confidential conflict resolution processes, individuals and businesses can, many times, achieve a more expeditious and cost-effective resolution, while retaining control over the outcome.

Members of our ADR Practice Group have completed dispute resolution training through well-respected institutions, including the Program on Negotiation at Harvard Law School and the American Arbitration Association. Our attorneys also regularly serve as ADR neutrals for courts, ADR organizations and private parties, including the U.S. District Court of the Western District of Pennsylvania, American Arbitration Association, and the U.S. Equal Employment Opportunity Commission. Our ADR Practice Group leader has been recognized and awarded for outstanding ADR contributions by the Pennsylvania Bar Association and other legal organizations.

#### **Services**

Our attorneys offer professional neutral and ADR advocacy services in alternative dispute resolution processes including, but not limited to

##### **Mediation**

An impartial neutral mediator selected by the parties facilitates confidential negotiations between the parties to help them reach a mutually acceptable agreement. Parties maintain the right of self-determination and can agree on terms that are outside of normal statutory or common law remedies.

##### **Arbitration**

An impartial neutral arbitrator makes a binding decision, following a hearing where parties present evidence and arguments. This is generally more expeditious than litigation in court, but it has a narrow basis for appeal.

##### **Early Neutral Evaluation**

An impartial neutral attorney with subject-matter expertise provides a confidential, non-binding evaluation of the case, and is available to assist the parties reach a mutually acceptable agreement.

##### **Additional ADR Services**

- Internal Conflict Resolution Program/Policy design, training and implementation
- Private internal conflict resolution services for disputes involving:
  - Employees/Workplaces
  - Executives
  - Business Partners
  - Shareholders
  - Business/Corporate Entities
  - Communities