

Jorge R. González Professional Services

I want to assist clients prevent and manage legal, business and family problems and conflicts by offering my 55 years of legal and consulting practice combined with my leadership experineces in professional, non-profit, and business organizations, .

I am available in the following legal and consulting roles:

1. Teaching Persuasion/Negotiation Skills. An effective professional and businessperson needs to be persuasive and a good negotiator.

2. Conflict Prevention and Resolution Consultation. Ideally entities should put in place steps and processes to prevent and manage conflicts. In this respect, I am available as a consultant to management, the board of directors, and/or owner(s).

3. Negotiating Consultant and Facilitator. I spent various years at the beginning of my legal career litigating, and found the experience frustrating, inefficient, and costly. My assessment of litigation has only grown more negative over the years. Far too often the parties, and those advising them, push the controversy into litigation wherein control by the client is substantially lost and relationships irreparably damaged. I am available to assist and facilitate in the development and implementation of a negotiation strategy in order to amicably settle a controversy at any stage, from the commencement of the controversy to its advanced stages when the matter is already in litigation. Although I am representing a particular client in these cases, I undertake these engagements under the understanding that I am a facilitator with the goal of achieving a mutually beneficial settlement and not a litigating lawyer. In these cases, I usually assist the client in (a) choosing a litigator, (b) the litigation strategy, and (c) the possible eventual settlement of the controversy.

4. Neutral Facilitator. I have often utilized the neutral facilitator role in cases wherein I have been contacted by a particular party in the controversy, or in which I have professional, family or friendship relationship with one or more of the parties and/or their attorneys. For this to happen, there needs to exist sufficient trust in me by all of the parties and lawyers in the controversy so as to allow my role of neutral facilitator, and even to have all the parties share in the payment of my professional fees. Under these circumstances, I make it abundantly clear that my role is to facilitate a settlement and not impose one and that I will not in any way be involved in the litigation or arbitration should we be unable to reach an amicable solution to the ongoing controversy,

5. Mediator. Mediation is a voluntary process whereby parties engage the services of a neutral, respected, and skilled third party as a mediator in order to assist the parties in reaching a mutually satisfactory settlement of their controversies. Besides negotiation and

mediation skills, an effective mediator needs to gain the trust of the parties and bring to bear the mediator's experience and creativity in order to help them their differences. The mediation process is voluntary in the sense that the parties may cease participating in the mediation process at any time, and the mediator does not impose a result on the parties. The process is confidential and nothing that comes up during the process can be used in subsequent litigation. Of course, once a settlement is reached, put in writing with the help of the mediator, and signed by the parties, then this document is contractually binding on the parties.

6. Neutral Evaluator, Med-Arb, and Arbitrator. There are recognized conflict resolution alternatives that lead to results akin to the role of a judge in litigation in the sense of a third party providing the final binding decision on the controversy when an amicable solution is not attainable. I believe in these private, more expedient and usually more cost-effective alternatives to court litigation, and I am familiar with these alternatives and can assist in their implementation.

November, 2023