MEDIATION & PEOPLE SOLUTIONS

COMPANY OVERVIEW

Settle the dispute. Strengthen the organization.

WHO WE ARE

Mediation & People Solutions supports parties in resolving disputes and partners with organizations to strengthen their leaders. Our work rests on one conviction: people and your success are the priorities.

TWO SERVICE LINES

Professional Mediation

Mediation is a confidential alternative to litigation in which parties work toward an agreement they create - one that serves their core interests and needs while preserving relationships.

- **Interest-based solutions:** agreements built around what matters most to each party
- **Financial relief:** significantly lower cost than formal litigation
- **Emotional and operational relief:** avoids the stress and disruption of legal disputes

Case focus: civil, workplace, and municipal. Tennessee Supreme Court Rule 31 Listed Mediator.

Strategic People Solutions

Partnering with organizations to strengthen their leaders for greater alignment with their mission, through tailored strategies that unleash workforce potential and sustain long-term mission execution.

- Practical roadmaps organizations can execute without continual outside help
- Tools that stay in use after the engagement closes, as the organization keeps building adaptive, responsive leaders
- Structural frameworks that hold the strategy in place

Strategy, tools, and roadmaps are drafted and then finalized with you.

WHO WE SERVE

Businesses
Workplace disputes; strengthening leaders

Individuals
Parties seeking an alternative to litigation

Municipalities
Workplace and community disputes; strengthening municipal leaders

Law Firms
Clients and matters ready for mediation

Start the conversation

Phone 931.637.8255 Email jeff.mediationpeoplesolutions@gmail.com
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MEDIATION & PEOPLE SOLUTIONS

PROFESSIONAL MEDIATION

Service Line

OVERVIEW

Mediation & People Solutions is a Tennessee-based dispute resolution practice serving businesses, individuals, municipalities, and law firms. Mediation is a confidential alternative to litigation in which parties work toward an agreement they create - one that serves their core interests and needs while preserving relationships.

VALUE AND BENEFITS

- **Interest-based solutions:** agreements built around what matters most to each party
- **Financial relief:** significantly lower cost than formal litigation
- **Emotional and operational relief:** avoids the stress and disruption of legal disputes

CREDENTIALS AND FOCUS

- Tennessee Supreme Court Rule 31 Listed Mediator
- **Case focus:** civil, workplace, and municipal
- All mediations are confidential

WHO WE SERVE

Businesses
Workplace and commercial disputes

Individuals
Parties seeking an alternative to litigation

Municipalities
Workplace and community disputes

Law Firms
Clients and matters ready for mediation

HOW A MEDIATION WORKS

01 **First conversation.** Call or email with a brief outline of the matter. A Rule 31 Listed Mediator follows up with availability and a fee quote.

02 **Conflicts check.** Names of the parties and counsel are checked so any prior connection comes to light before anyone commits.

03 **Engagement agreement.** All parties sign a short agreement setting out the mediator's neutral role, confidentiality, and the terms of the engagement.

04 **Preparation.** Each side may share a short written summary of the dispute and what matters most to them.

05 **The session.** The parties and the mediator come together for the working session, with private meetings as needed, as everyone works toward solutions that serve core interests and needs.

06 **Agreement or next steps.** If the parties reach agreement, the terms they chose are put in writing. If not, they leave knowing what is still open.

WHAT WE BELIEVE

Self-Determination
The people closest to a dispute are best positioned to shape its resolution.

Every Voice Heard
When each party is truly heard, new paths to agreement open.

Relationships Matter
A good resolution addresses today's dispute and preserves tomorrow's relationships.

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STRATEGIC PEOPLE SOLUTIONS

Service Line

OVERVIEW

Mediation & People Solutions partners with organizations to strengthen their leaders for greater alignment with their mission. We develop tailored strategies that unleash workforce potential and sustain long-term mission execution.

STRENGTHENING LEADERS

We equip leaders to:

- Lead themselves with clarity and purpose
- Uncover untapped potential on their teams
- Align individual strengths with organizational goals
- Build loyalty that improves engagement and retention
- Strengthen both the organization and the individuals within it

HOW WE MEASURE SUCCESS

Every engagement is measured against outcomes agreed upon at the start:

- **Mission alignment:** progress against your mission, vision, and values
- **Leadership impact:** evidenced by observable changes in behavior and outcomes
- **Agreed-upon metrics:** improvement against the data targets we set together

IMPACTFUL DELIVERABLES

- Practical roadmaps organizations can execute without continual outside help
- Tools that stay in use after the engagement closes, as the organization keeps building adaptive, responsive leaders
- Structural frameworks that hold the strategy in place
- Leaders equipped to execute with clarity and aligned purpose

HOW AN ENGAGEMENT WORKS

01 **Listen first.** Before any engagement begins, we listen to understand the current and desired state and determine fit.

02 **Engagement agreement.** A signed agreement sets out the terms of the engagement: scope of work and deliverables, roles and responsibilities, timeline and milestones, fees and payment terms, success measures, confidentiality, and term and termination.

03 **Build the plan together.** Strategy, roadmaps, tools, and structural frameworks are developed and then finalized in collaboration with you.

04 **Knowledge building and engagement.** Leader sessions build knowledge; follow-up sessions help leaders apply and embed practices that move the organization toward the desired state.

05 **Align and hand off.** The organization takes ownership of the roadmaps, tools, and structural frameworks, with leaders at every level equipped to sustain progress toward the desired state and the mission.

06 **Engagement assessment.** At the close, Mediation & People Solutions gathers two engagement assessments, one from the executive team and one from the leaders served, to quantify effectiveness and ROI. Results are shared with the organization.

WHAT WE BELIEVE

Untapped Potential
Many people have capabilities that are overlooked or unused.

Loyalty Cultivation
Unlocking individual potential builds organizational loyalty and retention.

Mission Alignment
Strong leaders build mission-aligned leaders.

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