

Cha Mediation Services Launches!

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**Dear Friends and Colleagues,**

**I am excited to announce the opening of Cha Mediation Services (CMS), where I will be offering my services as a mediator specializing in employment and business disputes.**

**CMS is the result of my 16-year journey in the legal profession. As many of you know, I started my career as employment attorney, where I litigated employment disputes and provided HR advice and counseling. I was drawn to the employment law field because I liked the human element of the cases.**

**As my career progressed, I realized that mediating cases was one of my favorite aspects of the job. Whether it was early in the session or late in the evening, mediations never seemed like work to me. At the same time, I became a true believer in the notion that resolving disputes efficiently rather than engaging in protracted, costly litigation was the better path for everyone involved.**

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I also realized that the most effective mediators had certain traits that I saw in myself: pragmatism, an even-keeled temperament and the ability to develop a rapport with others. I also had some frustrations with the process, like finding a mediator on a tight budget, booking a mediation on short notice and lack of follow up after the mediation was over. Throughout my experiences, I found myself thinking about what I would (and wouldn't) do if I were in the mediator's shoes.

I have now reached the point in my career where I have a great opportunity to use my subject matter expertise, personal attributes and passion for the mediation process to provide a valuable service to others.

I hope that you will join me for the next stop on my journey. I look forward to working with you.

**Phillip**

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