

JAMES R. LANCE – MEDIATOR – TESTIMONIALS

“Mr. Lance was extremely effective both before and during the mediation. Although the case presented significant challenges to settlement, it resolved during the mediation session. Mr. Lance was well prepared, having reviewed the parties’ briefs and conducted pre-mediation calls with counsel. He quickly and thoroughly grasped the legal and factual issues, communicated effectively, and managed a multi-party process involving differing interests with professionalism and respect. He also helped engineer a complicated settlement structure that ultimately achieved a global resolution. I would use Mr. Lance’s services again.”

“Jim Lance was very prepared for our mediation. He did a great job of communicating with both sides before mediation to ensure that he was fully apprised of the situation. Jim has great communication skills and clearly understood the issues before him. It was a complicated case with some very personal issues that he had to deal with. Jim did a great job in getting both sides to realize the weaknesses of their case and settling the case. I would certainly use Jim again for a mediation.”

“I have had the privilege of working closely with James Lance on a complex employment matter with a very difficult client. I am pleased to provide my strong endorsement for James as a highly skilled and dedicated mediator.”

“He approaches mediation with a sense of integrity and professionalism, ensuring that all parties involved are heard and respected. His ability to navigate sensitive and contentious issues with tact and diplomacy is remarkable.”

“He had total command of the issues even as new facts and information, which were not a part of the briefs, were being thrown at him during the mediation.”

“Mr. Lance was impartial while providing his honest assessment of the strengths and weaknesses of the case. His impartiality was key to having the client engage with him during the mediation.”

“James consistently demonstrated exceptional mediation skills and a deep understanding of conflict resolution principles throughout the entire case. His ability to create a neutral and collaborative atmosphere is truly commendable. His calm demeanor and excellent communication and persuasive skills undoubtedly enable him to guide parties toward mutually beneficial resolutions, making him a resourceful and unique problem solver.”

“Mr. Lance had a plan for getting both sides to explore different options for resolution. Ultimately, both parties agreed to Mr. Lance issuing a mediator’s proposal, which was accepted by both parties.”

“We think that Jim Lance did an excellent job. He was very patient, very knowledgeable, very insightful, and we don’t believe the deal would’ve been done without him.”

“Mr. Lance was completely professional even when dealing with emotional clients. This was critical to earning the trust of the client and counsel.”

“He was a clear and effective communicator to all parties who attended the mediation – the client, counsel, and insurance adjusters.”

“Mr. Lance was prepared to hit the ground running. He spent the time to read the briefs well in advance of the mediation and set up pre mediation calls with both counsel in advance of the mediation so we could hit the ground running.”

“Mr. Lance was impartial while providing his honest assessment of the strengths and weaknesses of the case. His impartiality was key to having the client engage with him during the mediation.”

“We would absolutely use Mr. Lance again.”

“Mr. Lance had total control of the mediation process which allowed the mediation to proceed efficiently.”