



R. Scott Callen

Certified Mediator

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OVERVIEW

"I enjoy building and fostering relationships and helping others see and achieve solutions. I draw on my familiarity with litigation, psychology, and behavior motives to ascertain what makes people and businesses tick and what they want to achieve—even if they haven't quite figured that out themselves. As a candid communicator, I provide straightforward and realistic guidance to help people and businesses make prudent resolution decisions."

MEDIATION PRACTICE OVERVIEW

As a highly experienced certified mediator with a high-resolution rate, Scott frequently steps in to resolve legal disputes throughout Florida and national venues. Plaintiff and defense law firms alike rely on his special knack for ending conflicts, even especially contentious and deadlocked impasses. In all negotiations, Scott contributes a steady hand and a calming presence. His ability to build trust and genuine rapport helps de-escalate natural defenses, which helps result in more cooperation and better outcomes. Scott creates new and innovative mediation strategies, and his combination of psychological insight, legal experience, and relational skills provides a unique and unmatched ability to work with and find solutions for a diverse range of people, businesses, and governmental entities.

Scott's mediation experience includes national, regional, state, and local employment claims and many other types of legal claims. His diverse experiences range from minimum wage workers to Fortune 500 corporations to small businesses in a variety of industries and business models, including health care, insurance, professional services, hospitality, courier and trucking, financial services, construction, manufacturing, staffing, restaurant and food services, and franchises. Plaintiff and defense counsel select Scott to mediate single plaintiff, multi-plaintiff, and class/collection matters.

With an abiding interest in human sciences, Scott develops an understanding of the emotions and motivations of individuals and the organizations they serve. This open-minded approach helps clients efficiently vet options and plot their optimal courses.

Scott is the recipient of many prestigious honors and awards, including the highest rating for Martindale-Hubbell and Best Lawyers. Scott is also a published author and speaker on employment law topics. Before starting a full-time mediation practice, Scott was an equity partner with Foley & Lardner and a named partner with a small litigation firm representing plaintiffs and defendants. Throughout his career and mediation practice, Scott has developed long term relationships with numerous attorneys and law firms (plaintiff and defendant representation) of all sizes across the United States.

EDUCATION

- B.S. Human Sciences, *cum laude*, Florida State University, 1995
- J.D., *cum laude*, Florida State University, 1998

PERSONAL

In addition to spending time with my wife and two kids, I enjoy getting out in nature, which helps me find peace of mind and gain insight. Some of my favorite outdoor activities include hiking, fly fishing, golfing, running, and traveling to the mountains, such as North Georgia and Montana. I also like to listen to podcasts and read books on psychology and human-interest stories.