



## Q&A WITH Robin H. Gise, Esq.

### **Please provide a snapshot of your legal career prior to joining JAMS.**

I practiced labor and employment law for 10 years before becoming a neutral. I then began working for several JAMS neutrals, assisting in mediations and arbitrations while developing my own practice. I joined court-annexed mediation panels and developed a labor arbitration practice. Five years later, I was invited to join the JAMS panel.

### **How did you become interested in alternative dispute resolution (ADR)?**

When I was a new associate at a small employment law firm, I attended a mediation at JAMS. I had no previous experience with ADR, but I was enthralled by the process. I was amazed to see our difficult case reach resolution. I knew then that I wanted to be a mediator at some point in my career.

### **What are you most proud of when you think about your contributions to ADR?**

I am proud to have established a career as a neutral relatively early in my career, and I am grateful for the support of my mentors at JAMS. People are often surprised to hear that I am a full-time mediator and arbitrator at my age. I am also proud to be a role model for other women establishing careers in ADR, at any age, and I am always happy to provide support and guidance to new mediators.

### **How would you describe your arbitration style?**

I aim to tailor the process to the needs of the parties. I encourage the parties to try to work out their scheduling and discovery issues on their own before raising disputes

before me. When the parties develop an effective working relationship, the arbitration process becomes more efficient, leading up to and including the hearing. When this is not possible, I issue rulings as needed to keep cases moving forward. I consider the issues before me very deeply and am careful and thorough in my decision-making.

### **How would you describe your mediation style?**

I make great efforts to connect with the parties and their counsel. It is crucial to develop a rapport with each side so that they will be as candid as possible. I spend the first part of the mediation listening and asking questions to get a better understanding of each side's perspective on the dispute, including the various legal and non-legal considerations. Once the negotiations begin, I play an active role in coaching the parties to make moves that will keep the process moving and lead to resolution.

### **What do you enjoy the most about mediating?**

I enjoy listening to the parties and understanding each side's story. I also enjoy developing a rapport with the parties and their counsel. It is tremendously satisfying to help parties reach a resolution.

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### **What traits have contributed to your success as a mediator?**

I am a careful listener, and I place great importance on my initial sessions with the parties. I am empathetic, and I work hard to earn the parties' trust. I am also effective at closing a deal and will push the parties to overcome any obstacles to resolution.

### **Are there any practice areas that you are particularly interested in developing at JAMS?**

I specialize in employment disputes, including discrimination claims, wage and hour claims, and employment contract disputes, and I want to continue to develop those areas. I have started handling Title IX matters, and I am interested in developing more expertise in disputes pertaining to K-12 and higher education.

### **Why is diversity important in ADR?**

We know that there is value in having elected representatives, judges and business leaders who reflect the diversity of the groups they serve. The same is true for mediators and

arbitrators. As the legal community becomes more diverse and reflective of the population, the ADR community must do the same. People of all races, ages, genders, sexual orientations and abilities have disputes. Being heard is critical to resolving disputes, and being heard by someone who can relate to your life experience makes a difference.

### **If you could meet any person throughout history, living or not, who would that be and why?**

I would like to meet Jacinda Ardern, the prime minister of New Zealand. There are not nearly enough female leaders of nations. Ardern leads with empathy and has earned the trust of her people. Leaders like her, who can handle tough challenges, represent the future, and I would want to learn as much as I can from her.

*Robin Gise is available to conduct virtual mediations, arbitrations and other ADR proceedings on a variety of online platforms, including Zoom. To schedule a case, visit [jamsadr.com/gise](https://jamsadr.com/gise) or call 212.607.2773.*

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