



Kim Deck

Senior Consultant



For over 20 years, Kim Deck, Esq. has been a mediator, trainer, and workplace coach, specializing in helping people within organizations work and relate better together—through leadership training, relationship coaching, and dispute resolution.

Ms. Deck served as a leadership consultant for Vantage Partners (founded by faculty of the Harvard Negotiation Project), where she taught programs based on the seminal books from the Harvard program including *Getting to Yes* and *Managing Difficult Conversations*.

Prior to that work, she served as Associate General Counsel and Manager of the Employment Dispute Resolution and Training Group at JAMS.

She is also distinguished for her exceptional commitment and vast experience in conducting impartial workplace investigations, and has served in a variety of ADR roles including mediator, neutral fact-finder, facilitator, conflict resolution coach, and trainer for a variety of organizations. She has investigated countless claims of every type of discrimination, sexual harassment, sexual assault, bullying, and favoritism. She has testified in court and in depositions in connection with those investigations. Her empathy, acute problem-solving skills, professionalism, and ability to navigate sensitive topics, combined with her ability to obtain facts and analyze the evidence, allow her clients to speak freely, correct missteps and find resolution.

Ms. Deck has a broad understanding of the unique needs and interests of employees in a diverse range of industry sectors, including the retail, wholesale distribution, hospitality, travel, healthcare, airline, real estate, construction, energy, education, financial services, non-profit, and the public sector.

After studying abroad in Florence, Italy while attending Gonzaga University, Ms. Deck then received her Business and International Relations degree from St. Mary's College. She earned her J.D. degree from Whittier College School of Law. After law school, she continued her studies at the Harvard Program on Negotiation at Harvard Law School.