



SUMMARY BIOGRAPHY

Don Philbin is an innovative and tenacious mediator with a demonstrated history of resolving complex disputes. Recognized as a thought leader in Chambers USA, Who's Who Legal, Super Lawyers, and Best Lawyers, Don is an elected fellow of the American Academy of Civil Trial Mediators and **International Academy of Mediators**. He has served as chair of the Texas Bar ADR Section, is a teacher, author, and developer of Picture it Settled®, a pioneering software tool akin to "Moneyball" for negotiation.



PEER-REVIEWS

- Chambers Band 1 (USA Nationwide Mediators: 2019–present)
- The International Who's Who of Mediation (Commercial Mediation: 2011–present); North American Thought Leader (Mediation: 2017, 2022, 2023)
- THE BEST LAWYERS IN AMERICA® (Alternative Dispute Resolution: 2007–present); "Lawyer of the Year" (Mediation: 2014, 2016, 2021, 2024; Arbitration: 2018)
- TEXAS SUPER LAWYERS (Alternative Dispute Resolution: 2010–present)
- Outstanding Lawyer in Mediation (2011), SAN ANTONIO BUSINESS JOURNAL
- Distinguished Service Award (2011), Bexar County Dispute Resolution Center
- The BEST LAWYERS IN SAN ANTONIO (Arbitration and Mediation: 2007–present)
- Martindale-Hubbell® rating: AV (1999–present)

FELLOWSHIPS

- American Academy of Civil Trial Mediators (Fellow: 2009–present); Editorial Board, AMERICAN JOURNAL OF MEDIATION (2012–present)
- International Academy of Mediators (Distinguished Fellow: 2010–present)
- Association of Attorney–Mediators (Member: 2007–present; San Antonio Chapter President: 2013–2020; National President's Award: 2013)
- National Academy of Distinguished Neutrals (Distinguished Fellow: 2010–present); Texas Academy of Distinguished Neutrals (Founding Member and Executive Committee Member: 2010–present)

BUSINESS AND LEGAL EDUCATION

- LL.M. in Dispute Resolution (2007), Pepperdine University School of Law (Straus Institute) (capstone paper in HARVARD NEGOTIATION LAW REVIEW)
- MBA – Executive Program (2001), University of Texas at San Antonio

- JD (1987), Pepperdine University School of Law; Pepperdine Law Review (1985–1987); Moot Court Board (1986–1987)
- BA, Business Administration (1984), Trinity University; Intern, The White House (1984), United States Senate (Don Nickles, 1983), University President (1982–1983)

MEDIATION AND NEGOTIATION PUBLICATIONS

- *The One Minute Manager Prepares for Mediation: A Multidisciplinary Approach to Negotiation Preparation*, 13 HARVARD NEGOTIATION LAW REVIEW 249 (2008); excerpted in Carrie J. Menkel-Meadow et al, DISPUTE RESOLUTION: BEYOND THE ADVERSARIAL MODEL (Aspen Wolters Kluwer, 2nd ed. 2010), reprinted in *Securities Arbitration & Mediation Hot Topics 2008: “The” Program for Attorneys, In-House Counsel, Experts, Arbitrators & Mediators*, New York City Bar (2008 & 2010), and other publications and courses.
- *Harnessing the Power of Information and Insight to Improve Strategic Decision Making and Choice*, 16 PEPPERDINE DISPUTE RESOLUTION LAW JOURNAL 193 (2016).
- *The Value of Economic Analysis in Preparing for Mediation*, 63 DISPUTE RESOLUTION JOURNAL 49 (April 2008), reprinted in AAA HANDBOOK ON MEDIATION (2d 2010), ALTERNATIVE RESOLUTIONS (2014), and as *The Value of Economic Analysis in Mediation*, 23 ALTERNATIVE RESOLUTIONS 13 (Spring 2014).
- *Deal or No Deal? Or Perhaps a Better Deal? The Impact of Improved Information*, 25 ALTERNATIVES TO THE HIGH COST OF LITIGATION 177 (Dec. 2007).
- *Decisional Errors – On the Field, On the Bench, In Negotiations*, HARVARD NEGOTIATION LAW REVIEW Online Edition (2009).
- *Decisional Errors – Why We Make Them and How to Address Them*, 64 DISPUTE RESOLUTION JOURNAL 64 (Nov. 2009–Jan. 2010).
- *The Psychology of Bad Economic Decisions*, 7 JAMS DISPUTE RESOLUTION ALERT 1 (Fall 2007).
- *Checkmate: Early Moves Define Negotiation Outcomes*, NEWS FOR THE BAR (Texas Bar Litigation Section; Spring 2015), reprinted in ABA Dispute Resolution Section’s JUST RESOLUTIONS (Jun. 19, 2015), Texas Bar ADR Section’s ALTERNATIVE RESOLUTIONS (Jul. 16, 2015), and SAN ANTONIO LAWYER MAGAZINE (Jul.–Aug. 2014).
- *The Critical Role of Dispute Resolution Skills in Legal Decision Making*, 8 AMERICAN JOURNAL OF MEDIATION 13 (2015).
- *Comprehensive Trial Preparation Includes ADR Process Design: What Type of Mediator Best Fits This Case?*, 11 CONFLICT MANAGEMENT Newsletter 17 (ABA, Section of Litigation, Fall 2007); reprinted as *Trial Preparation Includes ADR Process Design: What Type of Mediator Fits Best?*, 9 ABA COMMERCIAL & BUSINESS LITIGATION 1 (ABA LITIGATION WINTER 2008).

- *The Future of ADR*, ADR HANDBOOK of the ADR Section of the State Bar of Texas (2018) (with Justice Frank Evans and Colin Rule).
- *Why Can't They Settle? The Psychology of Relational Disputes*, 18 CARDOZO JOURNAL OF CONFLICT RESOLUTION 311 (2017) (with Harry L. Munsinger).
- *SABA Pioneers Shape Development of Alternative Resolutions*, SAN ANTONIO LAWYER MAGAZINE 10 (Jan.–Feb. 2017).
- *How “Tomorrow’s Lawyers” are Using Technology Today to Improve Outcomes*, 31 ALTERNATIVES TO THE HIGH COST OF LITIGATION 81 (Jun. 2013), reprinted in ALTERNATIVE RESOLUTIONS (2014).
- *Bexar County by the Numbers – Updated Trends and Graphs*, San Antonio Lawyer Magazine 5 (Jul.–Aug. 2018).
- *Recent Bexar County District Court Statistics*, SAN ANTONIO LAWYER MAGAZINE 8 (Jul.—Aug. 2016) (winner of a Stars of Texas Bars Awards (news: 2016–2017)).
- *Thankful for Unanswered Prayers? Unconscionability ‘Equilibrium’*, 27 ALTERNATIVES TO THE HIGH COST OF LITIGATION 145 (Oct. 2009).
- *Trends in Litigating Arbitration: Using Motions to Compel Arbitration and Motions to Vacate Arbitration Awards*, 76 DEFENSE COUNSEL JOURNAL 338 (2009).
- *Litigating Arbitration: A 2007 Texas Arbitration Review*, 60 BAYLOR LAW REVIEW 613 (2008) (with Audrey Lynn Maness).
- *Litigating Arbitration Slows as Mediation Becomes More Popular*, 43 TEXAS TECH LAW REVIEW 757 (2011) (with Audrey Lynn Maness and Philip J. Loree).
- *Still Litigating Arbitration in the Fifth Circuit, But Less Often*, 42 TEXAS TECH LAW REVIEW 551 (2010) (with Audrey Lynn Maness).
- *Litigating Alternative Dispute Resolution in the Fifth Circuit*, 41 TEXAS TECH LAW REVIEW 739 (2009) (with Audrey Lynn Maness).
- *Alternative Dispute Resolution*, 40 TEXAS TECH LAW REVIEW 445 (2008) (with Audrey Lynn Maness).
- *Litigators Needed to Advise Transaction Lawyers on Litigation Prenups*, 56 THE ADVOCATE 36 (Fall 2011), reprinted at 23 ALTERNATIVE RESOLUTIONS 19 (2013).
- *Loser Pays Rules May Exclude Mediation in Some Small Cases But Overall Impact Muted*, 21 Alternative Resolutions 16 (Spring 2012) (with Mike Schless).
- *Chief Justice Rehnquist’s First Bout with Classroom Instruction*, 58 OKLAHOMA BAR JOURNAL 817 (1986) (with Pamela J. Minetto).
- *Off the Bench: While Senators Debated His Future, William Rehnquist Became a Laid-Back Professor in Malibu*, LOS ANGELES TIMES MAGAZINE, Nov. 2, 1986, at 8 (with Pamela J. Minetto).

MEDIATION AND NEGOTIATION TRAINING

- Straus Institute for Dispute Resolution, Pepperdine University School of Law (ranked No. 1 in the country by *U.S. News and World Report* multiple times, including years of LL.M. training) (TADRA §154.052(a))

- Program on Negotiation at Harvard Law School: The Program on Negotiation for Senior Executives and Dealing with Difficult People and Difficult Situations (2007)
- Cambridge Executive Enterprises: Senior Executive Training (MIT Professor John J. Donovan (2002))
- Global Pound Conference Austin (co-director, 2017)
- International Academy of Mediators: Advanced Mediation Training (2010 (faculty), 2011, 2012, 2014, 2017 (faculty), 2019); Mediation 2021: Where Do We Go From Here?; Mediation 2022: Where Do We Go From Here? Empirical Studies of Videoconferencing; Impasse is a Fallacy (2022)
- American Academy of Civil Trial Mediators, Advanced Mediation Training (2010 (faculty), 2012, 2013 (faculty), 2017), 2018, 2019, 2021; 2023)
- National Academy of Distinguished Neutrals: Advanced Mediation Training Retreat (2010, 2011 (faculty), 2013 (faculty))
- Association of Attorney-Mediators (2008 (faculty), 2009, 2010, 2011 (faculty), 2012 (faculty), 2014 (faculty); 2015 (faculty))
- Advanced Commercial Mediation Institute (AAA and ACR) (2008, 2011 (faculty))
- Dispute Resolution Section of the American Bar Association: Advanced Mediation and Advocacy Skills Training (2007, 2014 (faculty), 2017 (faculty)); Annual Conferences (faculty 2008–2017)
- Texas Bar CLE: Advanced Mediation: Skills and Techniques (2009, 2009, 2010, 2011 (course director), 2012, 2013, 2014, 2015 (faculty))
- Global Collaborative Law Council, Civil Collaborative Training (September 2009)
- Securities Arbitration & Mediation Hot Topics (City Bar of New York 2011 (faculty))
- Austin Dispute Resolution Center, Advanced Family Mediation Training (2007) (TADRA §154.052(b)); Texas Council on Family Violence Training (2017).
- Bexar County Dispute Resolution Center, Group Facilitation Skills Training (2007), Children's Court Training (2010)

SELECTED PRESENTATIONS

- The Future of Mediation and ADR in the Age of AI (Texas Bar: Litigation Section Update 2018)
- Investigation and Settlement Strategies; The Right Number at the Wrong Time is the Wrong Number (UT Corporate Counsel Institute 2017)
- The Right Number at the Wrong Time is the Wrong Number (ABA Dispute Resolution Spring Conference 2017)
- Negotiation Techniques to Use in Settling Cases and Everyday Life (Texas Bar: Practical Skills for New Lawyers 2017)
- Mediation in the Trenches: What Works and What Doesn't (Texas Bar: Litigation Section Update 2017)

- Checkmate: Early Moves Define Negotiation Outcomes (ABA Dispute Resolution Spring Conference 2016)
- Tools to Hit a Bullseye at Your Next Mediation (ABA Environmental, Mass Torts & Products Liability Litigation Committees' Joint CLE Seminar 2016)
- Mediation Techniques (Texas Bar Litigation Section Update 2016)
- Harnessing the Power of Information and Insight to Improve Strategic Decision Making and Choice (Pepperdine Law: Managing Conflict 4.0: The New Wave of Opportunities for Businesses Around the Globe 2015).
- Decision Making Under Conflict (academic track at Pepperdine Law's Straus Institute for Dispute Resolution (2013–2019, 2024) and SMU's Dispute Resolution Program (2013–2015)); Guest Lecturer at SMU Law (2013, 2015), UT Law (2012), St. Mary's Law (2013, 2014)
- Preventing Bad Settlement Decisions and Impasse: Using Brain Science, Game Theory, Animated Communication, and Micro-Interventions (Pepperdine Professional Skills Program (with Doug Noll) (Malibu: 2011–2016, 2018, 2019) (Vermont: 2012) (Baltimore: 2015); Pearlman Association (surety counsel) 2013; Nebraska Bar Association 2014; multiple private versions of course offered
- Technology in Legal Practice Course (Vanderbilt Law 2016)
- Predicting Future Negotiating Behavior (ABA Dispute Resolution Spring Conference 2015); View from the Trenches Panel (2015)
- Skeleton Keys to a Successful Mediation (San Antonio Bar Family Law Section's Extreme Family Law Makeover VIII: Keep in Touch with Your Ex: 2015) (San Antonio Bar County Courts Committee 2015)
- Alternative Dispute Resolution Methods (Western District of Texas's Arc of a Case 2014)
- Imagine Magically (or Perhaps Technologically) and Effectively Predicting Future Behavior (Association of Attorney-Mediators 2014)
- Moneyball for Negotiation: Predicting Future Negotiating Behavior—Acting on the Intelligence (ABA Dispute Resolution Annual Conference 2014; Middle District of Pennsylvania 2014; Cyberweek 2014–2016)
- Concession Rates: Offers and Counter-Offer; Deal or No Deal: Leveraging Information to Overcome Psychological Barriers to Efficient Deals (National Academy of Distinguished Neutrals 2011)
- Leveraging Technology in Mediation—The New Best Way for Resolving Disputes (ABA Litigation Section General Counsel Conference 2014)
- Settlecasting: Predictable Paths to Successful Settlement (Association of Attorney-Mediators 2012)
- Alternative Methods for Dispute Resolution, National Association of Hearing Officials (2012)
- Settlement Week CLE 2012 (Austin Bar Association 2012)
- Mediation Round Table Discussion (San Antonio Bar Association 2012)

- Deal or No Deal: Leveraging Information to Overcome Decision Errors (Advanced Commercial Mediation Institute 2011)
- Moderator, Tactical Interventions in Mediation (ABA Dispute Resolution Teleconference 2011)
- Negotiation Skills (Texas Bar Essentials of Business Law Course 2011)
- Using “Picture Power” In Settlement Negotiations to Enhance Communications and Reduce Decision Making Mistakes (ABA Dispute Resolution Annual Conference 2011)
- Mediation Roundtable of Daily Ethical Issues Faced by Mediators (Association of Attorney–Mediators 2011)
- Co-Course Director, Magic of Conflict Resolution (Texas Association of Mediators 2011)
- Course Director, Tactical Interventions in Mediation: Preventing Bad Settlement Decisions and Impasse Minute by Minute (State Bar of Texas 2011)
- Music to My Ears: A Mediation Program (International Academy of Mediators 2010)
- Advanced Mediation Training (American College of Civil Trial Mediators 2010)
- Administrative Law Course (UT CLE 2010)
- Using “Picture Power” in Settlement Negotiation (Dallas Bar Association 2010)
- Bench Motions & Trials II (San Antonio Bar Association 2010)
- Securities Arbitration & Mediation Hot Topics (City Bar of New York 2010, 2011)
- Southern California Mediation Association (2009)
- Texas Mediator Credentialing Association (2009)
- Advanced Decision Analysis Class with Marjorie Aaron, University of Cincinnati School of Law (2009)
- Mediation Course, St. Mary’s University School of Law (Spring & Fall 2009; 2010–2012)
- Association of Attorney-Mediators (2009)
- Texas Attorney General In-House Training Course (2009)
- Bench Motions & Trials – Bexar County Style (San Antonio Bar Association 2009)
- Litigation Section of the American Bar Association (2009)
- Technology Panel, Ohio State Journal on Dispute Resolution (2009)
- Dispute Resolution Symposium, Texas Wesleyan Law Review (2009)
- Employment Disputes Class; Straus Institute for Dispute Resolution at Pepperdine School of Law (2008, 2010, 2012)
- The Conference Board: Council of Chief Legal Officers (2008)
- Manufacturers Alliance / MAPI Law Council (2008)
- Basic Mediation Training for the Bexar County and Hill Country Dispute Resolution Centers (2008; 2010–2012)
- International Association of Heat and Frost Insulators and Allied Workers (Las Vegas 2008 with C. Richard Barnes)

- San Antonio Family Lawyers Association (2008)
- San Antonio Bar Association Litigation Section (2008)
- Dispute Resolution Section of the American Bar Association (2008)
- National Electrical Contractors Association (2008 with C. Richard Barnes)
- ADR Update, San Antonio Bar Association (2023)

PROFESSIONAL AND COMMUNITY ACTIVITIES

- William S. Sessions American Inn of Court (1990–present): Immediate Past President (2013–2014); President (2012–2013); President-Elect (2011–2012); Vice-President (2010–2011); Treasurer (2009–2010); Secretary (2008–2009); American Inns of Court Foundation: National CMS Advisory Board (2008–2010)
- State Bar of Texas (1988–present): Alternative Dispute Resolution Section (2006–present): ADR Section Chair (2014–2015); Chair-Elect (2013–2014); Treasurer (2012–2013); Council (2009–2012); Communications Committee Chair (2011–2014); Purpose Committee Chair (2012–2013); CLE Program (Chair, 2011; Committee 2012–2015)
- American Bar Association: Dispute Resolution Section (2006–2017): Technology Committee (Chair 2013–2014); Negotiation Committee (Chair 2009–2011; co-chair 2011–2012); Task Force on Planned Early Dispute Resolution (2011–2012)
- San Antonio Bar Association (1988–present): Publications Committee (2010–present); CLE Committee (2009–2016); ADR Committee (2007–present); Technology Committee (2012–2014)
- Association of Attorney–Mediators: Member (2007–present); San Antonio Chapter President (2013–2020)
- Rotary Club of San Antonio (2005–2014): Director (2008–2009); Secretary–Treasurer (2009–2010); Sergeant-at-Arms committee (2007–2014); Trinity Rotaract committee (2008–2012)
- Trinity University: Chair of the Associates Program (2009–2017); Alumni President and Ex-Officio Member of the Board of Trustees (1993–1995); Board of Visitors (2004–2006; 2009–2020); Business Advisory Council (1999–2018)
- First Presbyterian Church of San Antonio (1987–present): Elder (2007–2010); Welcoming and Belonging Committee (2007–2010; Chair 2009–2010); Benevolence Oversight Committee (2008–2010); Usher (1998–2017); Stewardship and Finance Committee (1989–2010)
- Goodwill Industries of San Antonio: Advisory Council (2007–2010)
- Leadership San Antonio XXIX (2003–2004)
- Judicial Conference of the Fifth Federal Circuit: Host Committee (1990 & 1994)
- Adjunct Professor, Pepperdine University School of Law (2008–present)
- Instructor, Dispute Resolution, Southern Methodist University (2013–2015)
- Guest Lecturer, Trinity University Business Department (various), St. Mary's University School of Law (2009–2012), University of Cincinnati School of Law

(Advanced Decision Analysis 2009); University of Texas School of Law (Alternative Dispute Resolution 2012)

- Frequent Volunteer Mediator, Bexar County Dispute Resolution Center, Hill County Dispute Resolution Center, U.S. District Court for the Western District of Texas

PROFESSIONAL MEMBERSHIPS

- Member, Society for Empirical Legal Studies (2008–present)
- Member, Society of Decision Professionals (2008–present)
- Fellow, College of the State Bar of Texas (1997–present)
- Life Fellow, Texas Bar Foundation (2001–present)
- Life Fellow, San Antonio Bar Foundation (2007–present)
- Life Fellow, American Bar Foundation (2009–present)

MEDIATION REVIEWS

- Donald Philbin is a thought leader among mediators, providing expert commercial mediation services for those facing energy, construction and other business disputes. "He's very charming, very professional, very understanding and empathetic to what's going on. That's his secret sauce." "He's proactive and really wants to get to a result that both sides can live with." Chambers 2023 Band 1 – Mediators – USA – Nationwide
- An anonymous reviewer said he was a “serious and smart mediator. He has the savvy to know when it's time, on both sides, to find the sweet spot.” 2022 Chambers Mediators – USA – Nationwide
- Based in San Antonio, Donald Philbin provides commercial mediation services for those facing intellectual property, energy and other business disputes. “An extremely effective mediator in a wide variety of situations.” “He has a good bedside manner, even with difficult parties.” 2021 Chambers Mediators – USA – Nationwide
- Donald Philbin is “extremely hard-working: he spends a lot of time preparing in advance and works hard to ensure the parties are aware of the risks,” sources note. Based in San Antonio, he provides commercial mediation services for those facing intellectual property, energy and other business disputes.” 2020 Chambers Mediators – USA – Nationwide
- Lauded as "a real thinker and innovator," San Antonio-based Donald Philbin is highlighted for his handling of large corporate cases, including mediating for clients in the energy, healthcare and software industries. "Don Philbin is one of the smartest, most talented mediators I know," comments a source, adding: "He has lots of really innovative and clever ideas he uses for helping people close." 2019 Chambers Mediators – USA – Nationwide

- Donald Philbin Jr at ADR TOOLBOX in Texas is recommended for his “exceptional” mediation skills and depth of knowledge of the mediation process. One client says of him, “His grasp of the forces that drive a successful mediation is always spot on. There is not a mediator working today that I would trust more in bringing a case to resolution.” 2017 Who’s Who Legal Mediation Thought Leaders
- “Don is a mediator that I can trust to have the knowledge and insight to settle any kind of case from family law to complex commercial matters. His pragmatic approach helps to steer parties into a position to make sensible business decisions.” Lawyer on Best Lawyers
- “I have worked with Donald R. Philbin, Jr. as a mediator at least six times in the last two years. Don's track record of success in those mediations is beyond compare. He is extremely hardworking, patient, and whip smart. In each case Don assisted the parties to reach a settlement. I highly recommend him as a mediator.” Lawyer on Best Lawyers
- “Don Philbin is a very quick study. He boils a case down to the important issues rapidly and he doesn’t get distracted by non-issues.” Lawyer on Best Lawyers
- “Don has a thoughtful and deliberate approach to mediation. Far more than a “message carrier,” Don helps parties look for solutions to their disputes that may not have to come to their minds.” Lawyer on Best Lawyers
- “Don R. Philbin, Jr. is one of the most practical and effective mediators I know of. He spends his time efficiently with each side and has the intuition to know just where the “give and takes” are in each case. He has an extensive legal background, but unlike many of his competitors, he also has an extensive business background. While the lawyers are thinking like lawyers, Don often comes up with creative solutions based on his multidimensional expertise.” Lawyer on Best Lawyers
- “I just completed the most difficult mediation of my career. We literally worked for 22-hours straight. Don Philbin quickly recognized the legal and factual issues involved as well as the unique and challenging personalities that needed to be managed. He did a flawless job keeping the parties focused on the goal of settlement and helped the parties find common ground and a path to resolution. Most importantly, he did not give up and kept the parties working 22-hours. This was my first mediation with Don, but it will not be my last. I highly recommend Don to all who are in need of a dedicated and skillful mediator.” Trial attorney on LinkedIn
- “Don Philbin successfully mediated a complicated and emotionally-charged business divorce matter for me. He built a positive rapport with the participants and introduced creative ideas. Don was determined to resolve the dispute, which he did after 18-hours of mediation.” National firm lawyer on Best Law Firms
- “Don stepped in to mediate a case with interesting legal issues and emotionally charged parties. He did a great job realistically evaluating the potential legal outcomes from both perspectives. In a single session with Don, we were able to reach a settlement agreement that included a novel, non-financial element

neither party had previously considered. It was a creative solution that enabled the parties to resolve their differences without further litigation.” National firm lawyer on Martindale

- “Donald R. Philbin, Jr. is a very effective and tenacious mediator. He refused to give up, and even though it took more than one day, he was able to get a very difficult case resolved. He is great!” Lawyer on Best Lawyers
- “Don Philbin is one of the very best mediators I have seen. He is a top-notch professional.” Lawyer on Best Lawyers
- “Mr. Philbin worked hard to get the parties to agreement during the formal meeting and mediation session. Later, after he had already earned his fee, he kept in touch with both parties and continued to work with and encourage settlement; with a final result of a mutually acceptable settlement on the eve of trial.” Lawyer on Best Lawyers
- “Don is an incredibly personable attorney. He is extremely intelligent and able to communicate difficult concepts with ease.” Anonymous private practice attorney on Martindale
- “Fantastic mediator with great follow-up. You want Don to mediate your case!” Anonymous private practice attorney on Martindale
- “I am impressed by Don Philbin's advance preparation, command of the subject matter, and post-mediation follow up. I highly recommend him as a mediator in complex civil matters.” Lawyer on Best Lawyers
- “Don Philbin has an advanced approach to dispute resolution that is effective in complex situations.” Lawyer on Best Lawyers
- “Donald R. Philbin, Jr. is an extremely effective mediator. He is quick to grasp the issues that will be the biggest problems (leading to a possible impasse), and assist in formulating solutions for these issues. He is professional, likable and quick to establish rapport with the client.” Lawyer on Best Lawyers
- “Don does an exceptional job of building rapport with parties to mediation, keeps them at the table, and works thoughtfully and tirelessly to achieve a settlement.” Lawyer on Best Lawyers
- “Don is a wonderful professional to work with. I have worked with him on a number of matters, and I really appreciate his ability to help mediate to resolution complicated and hotly contested matters.” Lawyer on Best Lawyers
- “Excellent person, lawyer, mediator.” Anonymous judge on Martindale
- “Don is one of the very best mediators. He is very smart, very talented, and very dedicated to his work.” Anonymous private practice attorney on Martindale
- “Don Philbin is effective and thorough. He is always pleasant to work with and goes the extra mile to assist in resolving your case long after his earned fee has been expended.” Lawyer on Best Lawyers
- “Donald R. Philbin, Jr. is an excellent mediator, who has frequently settled highly contentious cases for both myself and colleagues. I recommend him highly.” Lawyer on Best Lawyers
- “Stellar intellect & character.” Anonymous judge on Martindale

- “Don is one of the top of the line, go to guys. He is genuinely committed to achieving resolution.” Lawyer on Best Lawyers
- “Donald R. Philbin, Jr. is a great mediator, particularly for complex commercial, family, or estate disputes. He brings his analytical expertise related to litigation and his experience as an attorney and litigator to bear on all parties for successful resolution of cases.” Lawyer on Best Lawyers
- “An outstanding and innovative mediator.” Commenter on Super Lawyers
- “Don is an innovative genius in the area of dispute resolution. Among other things he recently developed a negotiations app for the iPhone. His techniques are cutting edge and he is always looking for a new avenue to assist parties in resolving disputes.” Commenter on Super Lawyers
- “This was my first time to use Don. He came to me highly recommended. He was fair, objective and absolutely knew his stuff. I was impressed with how rapidly he grasped the important points of a complex transaction. I will use him again.” Anonymous private practice attorney on Martindale
- “Using his business skills, legal skills and a lot of common sense, he is able to understand and be extremely effective. Mr. Philbin is very sensitive to the stress mediation places on a client. He is able to put the client at ease to achieve results.” Anonymous private practice attorney on Martindale
- “We call Donald R. Philbin, Jr. for some of our bigger, more difficult, and more important cases, especially commercial, probate, and property disputes. If it can get settled, he finds a way. He's very quick to understand complex matters. He works hard and stays with it.” Lawyer on Best Lawyers

TRAINING REVIEWS

- “One of the best lectures using humor and factual information I’ve ever attended.”
- “Witty and fantastic speaker. Enthusiastic.”
- “A Siskel and Ebert 4-star review!”
- “Don is a gifted presenter and mediator.”
- “Great. Entertaining and informative!”
- “Excellent speaker.”
- “Best and most entertaining statistical analysis I’ve ever seen.”
- “In my role as the Executive Vice President, General Counsel of JAMS I see and participate in many programs all over the world. Don Philbin is clearly head and shoulders above the rest and presents one of the most entertaining and most informative programs on risk analysis I have ever seen. Drop whatever you are doing and try to see him in action.” Jay Welsh, Executive Vice President, General Counsel, JAMS
- “In a 25-year career of commercial litigation and five of full-time mediation and arbitration practice, Don Philbin’s “Deal or No Deal: Leveraging Information to Overcome Psychological Barriers to Efficient Deals” program stands out as one

that actually gave me the tools to improve my practice the very next day. Don's talk riveted my attention; made me laugh out loud; and, made me think of negotiation and mediation in an entirely different light. This program – without more – will equip in-house counsel to WAX the other side at the negotiation table AND to teach his outside counsel how to negotiate a better deal for him the next time around. The day of the marginalized client in settlement negotiations is over and Don Philbin is the guy with the bargaining talent to watch." Victoria Pynchon, Los Angeles mediator, Negotiation Law Blog

- "Don Philbin, whose amazing data analytics have improved the performance skills of countless mediators and lawyer advocates, gave us tips on reducing the potential for impasse." AAM President Paul Clote
- "Makes you think."
- "Excellent and, as usual, just plain fun!"
- "Don practices what he preaches, and shows his audience how to do it too — he uses a highly dynamic, compelling, richly visual presentation to convey his message to both the linguistic and graphic learning centers of his audience's minds. He takes an increasingly rich field of study — how people make decisions, and in particular how and why they make erroneous or irrational decisions — and applies that to the process of negotiation and settlement. What separates a "deal" from "no deal"? Don explains how psychological factors and biases cause litigants and even the most experienced counsel to make irrational decisions, and how to overcome these tendencies in a simple and systematic way." Deborah Rothman, Mediator & Arbitrator, Los Angeles
- "Always first rate!" "Fantastic."
- "He was superb and info excellent. He knows his stuff."
- "Kept us going after lunch! Deal or no deal metaphor and show was brilliant!"
- "Well documented and smoothly presented."
- "Outstanding presentation. Lots of useful information provided in an entertaining package."
- "Don always is entertaining while informing."
- "Great presentation. One of the best."
- "Great insights, engaging presentation."
- "Best speech — funny, intelligent, real life examples — moved my mediation skills dramatically forward today!!!"
- "Excellent talk. Could easily be an extra session. Kept everyone's attention well."
- "Very interesting concepts. Presentation was fast paced and engaging."