

# AB CONFLICT RESOLUTION SERVICES



Valissa Tsoucaris has spent her 30-year legal career litigating, mediating and arbitrating hundreds of disputes across a multitude of forums and sectors. Ms. Tsoucaris excels in facilitating the mediated resolution of complex disputes, including those with institutional, organizational, interpersonal, and cultural complexities, high personal stakes, multiple stakeholders with conflicting agendas, and involving a wide variety of private, public and non-profit institutions and players.

## **VALISSA A. TSOUCARIS, ESQ.**

Ms. Tsoucaris' keen understanding of the decision maker's mindset and the practical mechanics and trajectory of disputes has been cultivated over decades of working before and within a multitude of forums. In private practice, she has tried bench and jury trials in state and federal courts including in rural/mountain districts, handled appeals before federal circuits, the Colorado State Court of Appeals and Supreme Court, and been admitted to practice before the U.S. Supreme Court. Ms. Tsoucaris has appeared before and resolved disputes involving several federal and state regulatory authorities and agencies, as well as municipal boards and councils. As a Vice President/General Counsel for a telecom company, Valissa observed client and organizational dynamics in-house, and as a judicial clerk to a Federal District Court Judge, she studied courts, judges and juries from the vantage point of the decision maker.

Ms. Tsoucaris has participated in the resolution of disputes involving a variety of substantive issues, including intellectual and real property rights, commercial contractual and common law disputes, employment issues, laws involving educational and religious institutions, municipal issues/codes, probate laws, complex domestic disputes, and professional licensing/ethics. A quick study with attention to detail, Valissa efficiently integrates new and evolving content areas into her work as a mediator.

## **MEDIATION PHILOSOPHY AND PRACTICES**

The Rule of Law is a blunt instrument, fraught with limitations. Thoughtfully facilitated mediations empower parties to take agency over their disputes, focus on real interests and identify hidden interests, explore and craft resolutions that are practically and structurally impossible to obtain from institutionally appointed decision makers, and preserve relationships. Ms. Tsoucaris' embrace of mediation comes from years of observing the high and frequently hidden costs to parties of drawn out disputes—from the obvious financial costs, to the cost of lost opportunity, good will, organizational uncertainty, the near inevitability of delays arising out of overcrowded dockets, and the high personal, professional, emotional and physical costs borne by key players and human resources.

Every dispute is unique. Ms. Tsoucaris' experience and passion for mediation, her natural curiosity, diligent preparation, analytic capabilities, legal knowledge, creative thinking and judgment, coupled with her straightforward unassuming manner and open heart, are the ingredients she brings to understanding the unique dynamics inherent in each of her mediations, and to facilitating mediations that empower lawyers and parties to imagine, consider and adopt creative and nuanced resolutions.

Valissa is persistent in working with parties to bring them from conflict to closure, and welcomes and encourages parties and their counsel to work with her in advance of mediation to maximize opportunity to craft creative and robust resolutions.

## **PROFESSIONAL EXPERIENCE**

Ms. Tsoucaris began her private practice as an associate in the Denver office of an international law firm, where she represented a variety of public and private institutional clients, high wealth individuals, and media clients. For nearly 20 years, as a more seasoned attorney, Ms. Tsoucaris is fortunate to have practiced law as Partner and Counsel to two of Colorado's most respected boutique litigation law firms, where she continued to build a law practice focused on resolution of complex commercial disputes, and also worked on behalf of multiple non-profits and public institutions, with the media, as a lobbyist, and in representing high profile individual clients, including elected officials and in complex domestic actions. Between law firm affiliations, Valissa served as Vice President/General Counsel to one of the nation's largest distributors of telecom services, where she managed compliance, acquisitions, litigation and dispute resolution. Valissa later founded and successfully operated her own firm, where she has increasingly focused her practice on provision of mediation services, while continuing to serve her long term clients, primarily in the role of virtual in-house counsel. Additionally, Valissa has held positions and appointments with the federal and state government, served as a policy aide to a member of the United States Senate, worked for the Federal Reserve Bank, and served as a judicial law clerk to the Honorable Richard Matsch, former Chief Judge of the United States District Court for Colorado.

## **MEDIATION FOCUS**

Ms. Tsoucaris employs her substantive knowledge, analytic abilities and expertise to resolve disputes on behalf of a variety of individuals and organizations, across a variety of sectors and substantive areas:

- Commercial disputes, based in contract, business torts and statutory/regulatory frameworks, including involving start-ups, and emerging and dynamic industries.
- Intra-company disputes, including business breakups on behalf of closely-held, family owned and professional corporations.
- Intellectual and real property rights
- Laws involving educational and religious institutions, and various non-profit entities.
- Municipalities/municipal issues
- Unfair trade practices and business/consumer disputes
- Health care
- Real estate
- Domestic

## **PROFESSIONAL EDUCATION**

Ms. Tsoucaris graduated with her J.D., *Cum Laude*, from the University of Michigan Law School, where she served as Associate Editor of the Michigan Law Review. She received her undergraduate degree in Economics, also from the University of Michigan.

Ms. Tsoucaris has undertaken over one hundred hours of training to obtain her mediation certification, and in advanced mediation training. Valissa's advanced mediation training has focused on working with businesses and individuals, including closely-held and family owned businesses, and families involved in domestic disputes. Valissa's continued professional training also includes that undertaken with the National Institute of Trial Advocacy and at Harvard Law School.

### **SELECT MEMBERSHIPS, PROFESSIONAL AND COMMUNITY SERVICE**

- Colorado and Denver Bar Association, active within ADR and SSF sections.
- Colorado Women's Bar Association, former Board member and Section Chair.
- Colorado Lawyer's Committee, participant on Health Care Task Force and former Board Member.
- Appointee to various State Wide task forces, including Attorney General Task Force on Health Care Conversions and State Court Administrators Office Task Force on court access for pro se litigants.
- 20-plus year volunteer with the Denver Public Schools, including 10-year member of Board of Directors and Board Chair of a distinguished DPS Charter School.
- Adjunct Faculty, DU Law and Faculty to National Institute of Trial Advocacy.
- Volunteer mediator with the Denver District Court through Court Mediation Services.
- Frequent appointed mediator and arbitrator for inter-business and consumer disputes filed with the Better Business Bureau.
- University of Michigan Alumni Association.
- AV Rating by Martin-Dale Hubbell (highest rating possible).

### **REFERENCES AND TESTIMONIALS AVAILABLE UPON REQUEST**

#### **RATES**

- \$2600 full day flat fee
- \$1300 half day flat fee
- \$300 per hour
- No travel charge within Denver Metro, and along the Front Range. \$125/hour travel charges for mediation services provided in Colorado mountain communities.
- Ms. Tsoucaris also handles a limited number of mediations on a reduced fee and pro bono basis. Please call CRS to determine if your case is eligible.