



Restoring Trust. Resolving Conflict. Strengthening Integrity.

J. Austin Powell, CFE

Ethics & Organizational Conflict Stabilization Specialist

Mediator of High-Stakes Organizational Disputes

What I Do

I provide private, full-day mediation services for law firms, public-sector entities, and organizations facing complex, high-risk disputes.

I am a Florida Supreme Court–trained mediator, arbitrator, and a retired federal law enforcement executive with more than 25 years of experience in investigations, ethics, and organizational leadership. My mediation practice focuses on matters where credibility, discretion, and sound judgment are essential.

I am routinely engaged to mediate disputes involving:

- ethics and compliance failures
- whistleblower and retaliation allegations
- internal investigations and post-investigation fallout
- executive and leadership team conflict
- employment-related disputes with institutional or reputational risk

My approach emphasizes disciplined process, careful preparation, and sufficient time to allow parties to move beyond positional conflict toward durable resolution.

Practice Philosophy

Complex disputes require more than speed. This practice is intentionally limited to matters where full-day mediation is appropriate and where the parties are prepared to engage in a disciplined resolution process. They require structure, trust, and the ability to manage risk under pressure.

My work is guided by simple principles:
Restore trust. Resolve conflict. Protect integrity.

Fees

Full-Day Mediation (Standard Engagement)

\$9,000 per day

A full-day mediation engagement is structured to include:

- pre-mediation intake with counsel and parties
- review of relevant background materials
- one full mediation day (up to 8 hours)
- post-session follow-up as appropriate

This format is appropriate for employment disputes, retaliation matters, leadership conflict, and cases involving ethics or organizational integrity.

Multi-Day Mediation Engagements

Certain matters require additional time due to complexity, number of parties, or the nature of the issues involved.

Multi-day mediations are scheduled as consecutive or non-consecutive full days and billed at the standard daily rate unless otherwise agreed.

Engagement Terms

Engagements are accepted selectively based on subject matter, readiness of the parties, and appropriateness of mediation.

- Mediation services are provided by private agreement
 - Fees are payable in advance of the scheduled mediation date
 - A signed mediation agreement is required prior to scheduling
 - Cancellations within five business days of a scheduled session may be subject to a cancellation fee
-

Neutrality and Confidentiality

All mediations are conducted with strict neutrality and confidentiality, consistent with professional mediation standards and ethical obligations.

Scheduling and Inquiries

Due to the nature of the matters handled and limited availability, mediation engagements are accepted selectively.

Counsel are encouraged to initiate contact to discuss appropriateness, scope, and scheduling.

To request services or discuss a leadership conflict, email: powelljaustin@gmail.com