

**Laura A. Athens  
Attorney and Mediator, PLC  
Farmington Hills, MI  
(248) 426-8800  
Lathenslaw.com**

### What to Expect in Mediation

People should be masters of their own destiny whenever possible. Mediation offers the opportunity for parties to shape their own agreements to resolve conflicts.

Prior to mediation, Laura helps the parties identify crucial issues and select the participants necessary to enhance collaboration and to promote an optimal outcome.

In mediation, Laura brings the key players together to discuss their interests and concerns, brainstorm options and evaluate alternatives. With Laura's assistance, the participants engage in joint problem solving to cooperatively reach innovative, mutually satisfactory and enduring resolutions.

Laura focuses on common interests, points out areas of agreement and helps participants to understand each other's perspective. She assists the parties to discover future-oriented solutions and positive outcomes, rather than placing blame and getting stuck in the past.

As mediator, Laura does not impose a decision, but encourages parties to actively engage in negotiation and control the ultimate outcome. Instead of having a decision imposed by a judge or jury, the participants craft their own unique agreement that is sustainable and meets the interests of all parties involved.

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