

Don Phin, Esq.

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Objective

To help people avoid problems, get to the truth, manage conflict, inspire leadership and grow the bottom-line.

Education

J.D | 1983 | McGEORGE SCHOOL of LAW, UNIVERSITY of the PACIFIC

B.A. | 1979 | SAN DIEGO STATE UNIVERSITY

- Major: Political Science
- Minor: Philosophy

Experience

EMPLOYMENT LAW ATTORNEY 1983-PRESENT

- Former litigation attorney. Investigation, auditing, writing and expert work.

PRESIDENT, HRTHATWORKS 2001-2013

- Compliance and HR support program. Created over 24 programs, conducted over 100 webinars, provided "hotline" advise on HR and compliance issues. Sold to ThinkHR in 2014.

V.P. OF STRATEGIC BUSINESS PARTNERSHIPS AT THINKHR 2014-2016

- Helped merger of companies. Drafted 50 state employee handbook. Created training programs and business partnering. www.thinkhr.com

SPEAKER AND TRAINER 1999 TO PRESENT

- More than 500 leadership and compliance presentations for Vistage CEOs, commercial brokers, risk managers and HR executives. Created the Lawsuit Free! and GreatHR training programs. Created eight compliance and HR programs for LinkedIn/Lynda.com <https://www.lynda.com/Don-Phin/8857475-1.html>

EXECUTIVE COACH 2017 to PRESENT

- Help entrepreneurs, CEOs and executives step up their game, overcome challenges, produce results and find fulfillment.

Memberships

CALIFORNIA BAR ASSOCIATION and SAN DIEGO COUNTY BAR ASSOCIATION- Labor and Employment Sections (CAL BAR# 109823)

ASSOCIATION of WORKPLACE INVESTIGATORS- Sustaining Member