

Media Contacts:

Emma Rosen
Activa PR
415.385.2843
emma@activapr.com

Reid Zurlo
Accordence
781-738-2980
reid@accordence.com

Accordence Founder Grande Lum Appointed by Obama to Lead U.S. Small Business Administration HUBZone Program

Heather Meeker Green Promoted to Managing Director of Leading Negotiation & Conflict Resolution Firm

Burlingame, Calif., (Sept. XX, 2010) — Grande Lum, Accordence's Founder and Managing Director, has been named Director of the United States Small Business Administration's HUBZone Program, which assists Historically Underutilized Business Zones, under the Obama Administration. In his new role, Mr. Lum will oversee, manage and assist support of small businesses throughout the nation in the least economically developed areas of the country. Heather Meeker Green, most recently chief operations officer, Accordence, has been appointed to take his place as managing director at the company, a world leader in negotiations training. Mr. Lum will continue as a member of the Board of Directors.

"This is an exciting opportunity for Grande to continue his long standing commitment to helping others, by bringing his leadership in mediation, negotiation and collaborative governance to the aid of small businesses nationwide," said Heather Meeker Green, managing director, Accordence. "He has worked tirelessly over the years to build the awareness of alternative dispute resolution as a foundational skill necessary to navigate, sustain and transform the world of business and law."

Mr. Lum is on leave from his position as director and clinical professor of the Center of Negotiation and Dispute Resolution at the University of California, Hasting College of Law. Under his Direction, the Center achieved award winning status both nationally and internationally in the realm of Negotiation and Mediation including being named one of the top law school dispute resolution programs in the country by US News and World Report.

As founder of Accordence, he has worked with sales teams, account managers, government officials, attorneys, business executives, educators, diplomats, and community leaders from organizations as diverse as Eli Lilly & Company, Charles Schwab, Amgen, Microsoft, Hewlett Packard, DuPont, World Bank, and the Red Cross. Prior to his work at Hastings and Accordence, he was a founding member of ThoughtBridge, a partner with the consulting firm CMI (founded by Getting to Yes co-author Roger

Fisher), a teaching fellow with the Harvard Negotiation Project, a counselor with Community Educational Services, and a journalist for East West News.

Mr. Lum is author of the book, *The Negotiation Fieldbook* (McGraw-Hill 2005). He is a member of the California State Bar and its Committee and serves on the Board of Overseers of the Malcolm Baldrige National Quality Award.

Heather Meeker Green, managing director, Accordence, has 20 plus years of experience in the world of Negotiation and Conflict Resolution, and will continue to maintain and grow the company's success. Prior to joining Accordence, Ms. Meeker Green spent seven years at the consulting and training firm, ThoughtBridge, first as a senior associate and then as the director of operations. Before ThoughtBridge, she was a policy associate at Recruiting New Teachers, Inc. (RNT), a national non-profit organization. At RNT, Ms. Meeker Green researched teacher recruitment and development initiatives and strategized with state departments of education, school districts, and universities regarding methods for building well-qualified, diverse teacher workforces. Ms. Meeker Green also worked with Conflict Management Inc. (CMI) where she designed and conducted negotiation and conflict resolution training for individuals in public and private sectors.

About Accordence

Accordence successfully serves organizations by maximizing core competencies of negotiation, conflict management and persuasion as a competitive advantage. From alliances to sales to procurement to labor-management, our world-class consultants and facilitators provide organizations with solutions in negotiation, conflict management, persuasion, and influence so that they may vastly improve individual and organizational capacity for creating innovative and successful outcomes. To learn more visit www.accordence.com or call 650-292-4922 x212.

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