

Steve Groom

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Steve Groom is a seasoned attorney and business executive with more than 40 years of experience helping companies solve problems, resolve disputes and manage crises. He is a consummate coach and ally for company leaders seeking to navigate complex business issues. In addition to more than a decade in private practice, Steve has spent 27 years in executive and general counsel roles with two large public companies, most recently as Executive Vice President & General Counsel of CoreCivic, formerly Corrections Corporation of America. He has experience with sophisticated corporate investigations and government inquiries and has helped companies deal with crises, including the development of response plans and media strategies. Steve regularly serves as a leadership coach to executives, managers, and employees and frequently advises and provides training on negotiation strategies, conflict management and mediation. In addition, he is a Rule 31 Mediator, listed by the Supreme Court of Tennessee.

Steve enjoys spending time with his lovely wife, Natasha, and his wonderful family.

AREAS OF PRACTICE

- Corporate Governance, Risk & Compliance
- Corporate Internal Investigations
- Correctional Services
- Crisis Management
- Dispute Resolution
- Financial Services

EXPERIENCE

- As an executive officer and General Counsel, Steve has advised management and the board of directors of two large public companies.
- Has experience with complex corporate investigations and government inquiries.
- Has experience helping companies manage crises, including the development of response plans and media strategies.
- Has implemented enterprise risk management processes which identified and evaluated all enterprise risks and risk mitigation strategies; and incorporated the ERM program into the company's strategic planning process which enabled the company to align risk profiles and strategic initiatives.

Neal & Harwell, PLC

- Has assisted companies to achieve significant reductions in legal spend through alternative fee arrangements and effective partnering between inside and outside legal counsel.
- Advised and regularly trained bank officers on Code of Conduct and ethics issues.
- Rule 31 Mediator; has provided training and advice on mediation, negotiation and conflict management.

EDUCATION

- Lipscomb University
B.A. 1973; Scholarship Athlete, Track & Cross Country
- University of Memphis
J.D. 1980; Member, Law Review, Member, Moot Court.

Executive Education

- Harvard Law School, Executive Education Program, 2009-2016; Negotiation
- The Wharton School, University of Pennsylvania, Executive Education Program, 2007; Leadership & Negotiation
- Kellogg School of Management, Northwestern University, Executive Education Program, 2006; Leadership

BAR AND COURT ADMISSIONS

- Courts of Tennessee
- United States District Court, Tennessee, Middle and Western

AWARDS AND RECOGNITION

- Best of the Bar, Nashville Business Journal, 2008, 2009, 2013, 2016

PROFESSIONAL AFFILIATIONS

- National Association of Corporate Directors (NACD)
- Society of Corporate Compliance and Ethics (SCCE)
- Bank Lawyer's Committee, Tennessee Bankers Association (TBA)
- Risk Management Association (RMA)
- Tennessee Association of Professional Mediators (TAPM)
- International Institute for Conflict Prevention and Resolution (CPR)
- Association for Conflict Resolution (ACR)
- Dispute Resolution Research Center (DRRC)
- Tennessee Bar Association (TBA), Executive Council of Dispute Resolution Section
- Nashville Bar Association (NBA)
- Association of Corporate Counsel (ACC)
- International Association of Privacy Professionals (IAPP)

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COMMUNITY INVOLVEMENT

- Board of Directors, American Cancer Society
- Board of Advisors and Adjunct Faculty, Lipscomb University Institute for Conflict Management
- Board of Directors and Adjunct Faculty, Lipscomb University College of Business
- Mentor, Men of Valor Prison Ministry (provide conflict management training and coaching to inmates and those previously incarcerated)

NEWS AND PUBLICATIONS

- Author, Constitutional Law ~ Double Jeopardy ~ Retrial After Appellate Reversal for Insufficient Evidence Barred by the Fifth Amendment, 9 Memphis State University Law Review 339 (1979).
- Co-Author, Chapter in Successful Partnering Between Inside and Outside Counsel, Thompson Reuters (5 Volume Treatise).