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Robin F. Bond, Esq.,
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The Power of One

Through grace, persistence, and positivity, Robin F. Bond, Esq., empowers clients through an array of complex employment matters.



is happy. I persist in a very diplomatic way, like water over a rock, so the process is as painless as possible for clients.”

Bond believes the experience of her parents—“humble” people from a steel town in western Pennsylvania, as she describes them—had a profound influence on her career’s evolution.

“My dad worked in a steel mill, and my mom was a teacher,” she says. “My dad lost his job in the ‘80s, and I saw the devastating effect that had on the men in the steel belt. When I was working as an in-house attorney, my mom said to me once, ‘What do you actually do to help anybody?’ I asked myself, ‘Am I really helping anybody? Am I making a difference?’ That’s when I started wanting to own my own business.”

Of late, Bond has seen an increase in matters related to age discrimination, as older workers are often disproportionately affected when companies downsize.

“I also help people who don’t want to lose their jobs,” she says. “Many people are not looking for a company to just write a check so they’ll go away; people want to stay employed.”

She appreciates that the impact of her work extends far beyond the lives of the individuals she represents—namely, to their spouses, children, co-workers, etc. The “ripple effect” that results from easing a client’s stress and anxiety is nearly immeasurable.

Bond’s generosity and abundance of heart flourish outside of the office as well. She often conducts empowerment seminars, embraces mentorship opportunities, and speaks to fellow business-minded professionals via organizations including the National Black MBA Association, the National Institute of Electrical and Electronics Engineers, and the Association of Professional Insurance Women.

“I’m very happy with what I do,” she says. “I like it when a client who has worked with me in the past works with me again, refers me to others, or stays in touch with me personally. That’s the greatest compliment.” ■

Consider Robin F. Bond, Esq., a force of nature. On one hand, she’s resourceful, uplifting, and exceedingly kind; on the other, she’s direct, persistent, and, when needed, forceful. All of these qualities serve her well as she helps executives and other clients navigate a variety of employment-related matters, no matter how complex.

“In these unprecedented and difficult times, people are looking for empowerment,” Bond says. “Or, the strength to do what they need to do. I like to be the person to help empower people to stand up for themselves—to advocate effectively for themselves.”

Bond helps individuals traverse the rough terrain of employment deals, termination matters, executive compensation, discrimination claims, breach of contract, and more. Her “sweet spot,” however, is negotiating deals. A self-described “dealmaker,” she represents only people on the employee side of the equation.

Over the course of her impressive career, Bond has earned a number of distinctions and accolades: the 2015 Delaware Valley HR Consultant of the Year Award, from the Society for Human Resource Management; a 2016 Veterans of Influence Award, from the *Philadelphia Business Journal*; and inclusion in the

Nation’s Top One Percent from the National Association of Distinguished Counsel (2017 to 2019). In addition, she has garnered recognition as a leader in her field from not only *Suburban Life*, but also publications such as *Main Line Today* and *Super Lawyers*.

A former corporate lawyer and military prosecutor, Bond says she became drawn to employment negotiations after observing the disparity in representation between employees fighting for their rights on one side and deep-pocketed corporations on the other.

“A lot of people to whom bad things are happening really want a strategic thinker and an advocate,” she says. “Not everyone has seen all the things that can go wrong, but I’ve seen them thousands of times. For a client, if this is happening to you for the first time and you’ve never experienced it, you want to avoid missteps.

“I’m not a ‘scorched earth’ lawyer,” she continues. “I try to practice law as a healing art. I want to give employers the opportunity to do the right thing so that everyone



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