

Larry W. Bridgesmith, J.D.

615-585-7563

larry.bridgesmith@law.vanderbilt.edu

www.guardrail.tech

Executive Director

Guardrail Technologies

Chief Executive Officer

Creative Collaborations LLC

Chief Executive Officer

Legal Alignment LLC

Coordinator, Adjunct Professor of Law – Program on Law & Innovation

Vanderbilt University School of Law

Former Founding Executive Director, Senior Fellow and Associate Professor

Institute of Conflict Management, Lipscomb University

CAREER SUMMARY

Founded legal technology company providing legal project management, generative AI, and Lean solutions to law firms and legal departments. Founded graduate program in conflict management at Lipscomb University's Institute for Conflict Management. Provides consultative services to organizations seeking to reduce the costs of unresolved conflict, enhance technology benefits, and manage culture change. Legal practice in organizational development, employment, labor relations, and human resource management. Experienced in litigation, union relations, labor agreement negotiation, dispute resolution, and strategic approaches to employee relations. Provides implementation of human resources tools such as peer grievance review, positive discipline, 360° evaluation systems, employee dispute resolution systems and other innovative approaches to employee relations management. Highly rated speaker and trainer. Frequently retained to assist in facilitating dynamic groups to create consensus in the context of organizational and interpersonal conflict. Mediator, arbitrator and dispute resolution specialist with over 30 years of experience helping manage and resolve workplace conflicts.

EXPERIENCE

EXECUTIVE DIRECTOR

2023 - Present

Guardrail Technologies

Provides consultation and advice to businesses and organizations who desire to utilize generative AI and manage its risk to optimal benefit. Guardrail brings positive value to all industries and organizations including law, health care, higher education, technology, finance, and others. He enables the benefits of AI and educates in its use.

CHIEF EXECUTIVE OFFICER

2015 – Present

Legal Alignment LLC

Founded legal technology and service company providing legal project management and Lean methodologies implementation to the legal service delivery industry. Leads a diverse and experienced team of legal, technology and management consulting professionals to provide a "better, faster, cheaper" experience in legal practice to the benefit of the client and the lawyer in promotion of greater access to justice.

CO-ORDINATOR AND ADJUNCT PROFESSOR OF LAW**2011 – Present**

Vanderbilt University School of Law Affiliated Professor of mediation, conflict management and legal project management. Co-founded and coordinated the Program on Law & Innovation which provides curriculum offerings, conferences and employment opportunities in the radically changing legal services industry.

ADJUNCT PROFESSOR OF LAW**2015 – Present**

Arizona State University Sandra Day O'Connor School of Law
Adjunct Professor of Negotiation

ADJUNCT PROFESSOR OF LAW**2015 – 2021**

Nashville School of Law
Adjunct Professor of Negotiation

ADJUNCT PROFESSOR OF BUSINESS**2010 – 2022**

Belmont University Massey Graduate School of Business
Adjunct Professor of Mediation

ADJUNCT PROFESSOR OF MEDICINE**2010 - 2015**

Alden March Bioethics Institute, Albany College of Medicine
Adjunct Professor of Bioethics Consultation

CHIEF RELATIONSHIP OFFICER**2010 - 2015**

ERM Legal Solutions LLC

With 3 co-founders created start-up company applying proven software technology to legal project management. Responsible for industry education and interaction with law firms, legal departments and lawyers interested in improving the efficiencies of legal practices across the enterprise, the firm and broad geographical distance in real time, on budget, on time and profitably.

FOUNDING EXECUTIVE DIRECTOR, SR. FELLOW AND ASSC. PROF.**2006 – 2013**

Institution for Conflict Management, Lipscomb University

Created graduate level course of study leading to a Master's Degree in Conflict Management. The program became nationally recognized and compared favorably to the Harvard Negotiation Project and the Straus Institute for Conflict Management at Pepperdine University. Provided public programming in managing conflict in health care, cross-cultural, religious, employment and interfaith relationships.

OF COUNSEL**2012 – 2015**

Bone McAllester Norton PLLC

Responsible for client representation and professional development of the firm's labor and employment practice. Advises in technology implementations which support the efficient practice of law in support of client initiatives.

OF COUNSEL**2009 – 2012**

Miller & Martin, LLP

Responsible for client representation, business development and professional development of the firm's labor and employment and alternative dispute resolutions practices. Has prevailed in matters before the United States Supreme Court; Fourth, Fifth, Sixth, Ninth and Eleventh Circuits U. S. Courts of Appeals as well as numerous federal and state courts.

MEMBER**2009 – 2009**

Waller Lansden Dortch & Davis, PLLC

Responsible for client representation, strategic planning, business development, leadership training, and management duties. He prevailed in matters before the United States Supreme Court; Fourth, Fifth, Sixth, Ninth and Eleventh Circuits U. S. Courts of Appeals as well as numerous federal and state courts.

MANAGING MEMBER**1980-2000**

Constangy Law, LLC

Manager of the firm's Nashville office. Responsible for client representation, strategic planning, business development, leadership training, and management duties. He prevailed in matters before the United States Supreme Court; Fourth, Fifth, Sixth, Ninth and Eleventh Circuits U. S. Courts of Appeals as well as numerous federal and state courts.

ASSOCIATE ATTORNEY**1978-1980**

Cox & Hooth, P.C.

Troy, Michigan

Represented management in labor and employment. Handled client matters involving grievance and arbitration, litigation and general employee relations advice and counsel.

JUDICIAL LAW CLERK**1975-1978**

Oakland County Probate Court

Pontiac, Michigan

Legal research, writing and docket management.

PRODUCTION MANAGEMENT**1968-1975**

General Motors Truck and Coach Division

Pontiac, Michigan

Production scheduling and supervision in UAW represented truck assembly plant.

EDUCATION

SixSigma Green Belt**2011**

Villanova University

Graduate Certificate in Biomedical Ethics**2010**

Alden March Bioethics Institute

Albany Medical Center

JURIS DOCTOR, CUM LAUDE**1978**

Wayne State University Law School

Detroit, Michigan

High honors, Dean's List, American Jurisprudence Award.

MASTER'S DEGREE WORK— ENGLISH (16 HOURS)**1972-73**

Oakland University

Rochester, Michigan

University Scholar, Graduate Assistant.

BACHELOR'S DEGREE – ENGLISH, MAGNA CUM LAUDE**1972**

Oakland University

Rochester, Michigan

PUBLICATIONS

- Editorial Review Board – Tennessee Labor Letter – 1996 to 2000
- Editor Client Newsletters – Constangy, Brooks & Smith, Waller Lansden Dortch and Davis
- Michigan State Bar – “How to Administer an Estate” (1978)
- Wayne Law Review – “Representing the Title VII Class Action” (1978)
- Health Law Journal – “Summer of Union Discontent” (2006)
- International Legal Technology Association – Wisdom & Choreography: KM and LPM (2012)
- Columnist – Tennessee Medical Journal (2009 to 2015)
- International Conference on AI and Law – Call for an AI Constitution (2020)
- Law and Technology – Ethics, Artificial Intelligence and Law (2023)
- Numerous articles for general publication

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

- Member – American Employment Law Council
- Member – Tennessee Business Roundtable
- Member – Tennessee Association of Business
- Member, Human Resources Committee
- Member – National Institute of Trial Advocacy
 - Faculty – Negotiating Skills
- Member – American, Michigan, Tennessee and Nashville Bar Associations
 - Co-Chair, ABA Dispute Resolution in Healthcare Committee
 - Co-Chair, ABA Dispute Resolution International Committee Multi-disciplinary ADR Task Force
- Honoree
 - Who’s Who in American Law
 - Chamber’s USA: America’s Leading Lawyers for Business (since 2004)
 - Woodward & White: America’s Best Lawyers (since 2006)
 - Superlawyers in the Mid-South (since 2005)
 - Superlawyers for Corporations and Business (since 2006)
 - LawDragon (since 2010)
 - International Academy of Mediators (2010)
 - Grayfred Gray Award for Public Service in Mediation (2013)
 - Tennessee Bar Association President’s Award (2017)
 - Tennessee Alliance of Legal Services Justice Janice Holder Award (2017)
- Founder – Human Resources Leadership Forum
- Speaker – Numerous conflict management, legal project management, employment law and ADR conferences
- American Heart Association, Tennessee Affiliate, Legal Counsel
- YWCA, Nashville Chapter, Pro Bono Legal Counsel
- Tennessee Supreme Court Rule 31 Listed Mediator
- Commissioner, Alternative Dispute Resolution Commission, Tennessee Supreme Court
 - Commission Chair
- Board Member
 - Pepperdine University School of Law Board of Visitors
 - Rochester College Board of Trustees
- Chairman
 - Zoe Group, Inc.
 - Center for the Public Trust
 - Tennessee Association of Professional Mediators
- Fellow
 - Nashville Bar Foundation

- Tennessee Bar Foundation
- American Bar Foundation
- Neutral Panel Mediator/Arbitrator
 - American Health Lawyers Association
 - National Arbitration Mediation Association
 - Tennessee Rule 31 Mediator
 - Middle District of Tennessee Mediator
 - Tennessee Academy of Mediators
- Tennessee Supreme Court Access to Justice Commission Community Mediation Committee
- Professorships
 - Adjunct Professor, Lipscomb University, Institute for Conflict Management (Survey, Negotiation, Mediation, System Design)
 - Adjunct Professor, University of Tennessee, College of Law (Labor)
 - Affiliated Professor, Vanderbilt University, School of Law (Mediation, Conflict Management, Legal Project Management) Coached 4th place team in International Chamber of Commerce Mediation advocacy competition, Paris, France (2013)
 - Adjunct Professor, Albany Medical School, Alden March Bioethics Institute (Conflict Management in Health Care)
 - Adjunct Professor, Nashville School of Law (Negotiation)
 - Adjunct Professor, Southern Methodist University, Center for Dispute Resolution (Mediation)
 - Adjunct Professor, Belmont University Massey Graduate School of Business (Mediation, Negotiation, Conflict Management)
 - Adjunct Professor, Michigan State University College of Law (Legal Project Management)

