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Helen Holden Discusses AI's Impact on Employment Litigation and Mediation

Spencer Fane attorney Helen Holden recently joined a discussion with Miles Media & Arbitration exploring trends shaping employment litigation and mediation, including the growing role of artificial intelligence.

Helen noted an increase in both self-represented plaintiffs and the volume of information attorneys can review as AI use expands. She also addressed rising case values, which potentially influence employer decisions to pursue litigation rather than settle disputes early.

Drawing on her dual perspective as an employment advocate and mediator, Helen emphasized that technology does not replace the value of preemptive communication.

"A pre-mediation call is critical," she said. "As an advocate, it gives an opportunity to give the mediator information, and as a mediator, getting information from counsel gives color to the case."

Helen co-chairs the Spencer Fane Labor and Employment practice group, balancing this leadership role with helping businesses successfully navigate federal and state employment laws to positively impact company culture. Her diverse industry experience and focus on management-side employment law spans construction, real estate, manufacturing, technology, health care, distribution, and the retail and service sectors.

Read Helen's full commentary here.