



Josh King is a senior practitioner and collaborative professional with a keen understanding of research, assessment and analysis, negotiation, mediation, facilitation, design thinking, consensus building, communication strategy and conflict management. He has practiced for sixteen years as a facilitator, mediator and attorney. His experience includes working in corporate, academic, non-profit, and governmental settings

and leading groups and teams in a variety of contexts. He has served on non-profit boards and worked collaboratively with many community and professional organizations. He has mediated over one-thousand disputes and regularly present at conferences and workshops around the state and country. Josh is passionate about working with people and organizations to uncover root issues and pivot to solutions that are viable, feasible, and sustainable. Over the past five years, Josh has implemented a design thinking approach to inform a wide variety of projects throughout the western U.S. His training in design thinking includes participation in Harvard University's Design Thinking Workshops.

PRIVATE PARTY MEDIATION

Josh has mediated over one-thousand private party conflict with a diverse cross-section of people and issues. His extensive experience managing, negotiating, and resolving civil, commercial, organizational, societal, and interpersonal conflict provides value to his clients by helping them make better decisions and create solutions. He is consistently recognized as an elite mediator by Utah Business Magazine and Mountain States Super Lawyers.

FACILITATION, STRATEGY, PROCESS, AND DESIGN THINKING

Upper Colorado River Commission | Stakeholder Facilitation and Outreach | Utah, Colorado, Wyoming, Arizona (2020 - Present) Josh is part of a team engaging stakeholders and facilitating concerns and challenges related to demand management on the Upper Colorado River. Josh and his team are tasked with working with the UCRC, state agency staff and stakeholders are to: 1) Facilitate understanding of the legal, technical and economic challenges specific to each upper division state and the challenges that are shared amongst them. 2) Facilitate the generation and development of options and solutions that are applicable to all upper division states. 3) Facilitate evaluation of potential solutions that are best for all and facilitate the development of a feasible demand management program and deliverables.

Natural Resource Conservation Service, U.S. Department of Agriculture | Bear River and Yellow Creek Watershed Project | Evanston, WY | (July 2020 – Present) Josh leads the public involvement efforts associated with this watershed plan being developed by J-U-B Engineers. This project address critical issues associated with water conservation, quality, and flood prevention. Josh manages the communication and stakeholder engagement efforts throughout the plan development and supports interagency coordination related to specific resource concerns.

Education

B.A., Mass Communication, Minor in Sociology
University of Utah | 2000

Master of Dispute Resolution
Pepperdine School of Law, Straus
Institute for Dispute Resolution | 2004

Juris Doctorate
University of Tulsa College of Law | 2004

Professional Certificates

Conflict Resolution Graduate Certificate
University of Utah Department of
Communications Graduate Studies, 2001

**Certificate in Civil Harassment Mediation
and Advanced Family Relations**
Pepperdine School of Law, Straus
Institute for Dispute Resolution, 2003

Certificate in Dispute Resolution
University of Tulsa College of Law, 2004

**Certificate in Ombudsman, International
Ombudsman Association, 2010**

**Certificate in Conflict Resolution
Consulting, Pepperdine School of Law
Straus Institute for Dispute Resolution,
2014**

Design Thinking Workshop
Harvard University Extension School, 2019

Professional Affiliations & Leadership

Utah State Bar (2004 – Present)

**Association of Conflict Resolution
Environmental & Public Policy,
Leadership Council (2014 – Present)**

**Dispute Resolution Section Utah State
Bar, Chair & Board (2006 - 2009)**

**Utah Council on Conflict Resolution,
Chair and Board (2008 - 2015)
Member (2005 – Present)**

**Davis County Coalition Against Domestic
Violence, Board Member (2009 - Present)**

Prior Work History

**Institute of Advanced Mediation &
Problem Solving (IAM)**
Director & Mediator
Salt Lake City, Utah | 2011-2013

Attorney & Mediator
King & King, PC
Kaysville, Utah | 2004-2011



Racial Equity in Policing Project | Salt Lake City | (November 2020-Ongoing) In August 2020, Salt Lake City created a Racial Equity in Policing Commission, along with three subcommittees—Policies and Practices, School Safety, and Salt Lake City Police Department (SLCPD) Training—to change outcomes for communities of color in their interactions with SLCPD. Josh is leading the process strategy and facilitating the Policies and Practices Subcommittee. The Subcommittees and Commission are developing recommendations to inform the City Council and Mayor Erin Mendenhall’s policy recommendations.

Strategic Plan | Kaysville City, Utah (2019-2020) Josh applied design thinking principles as he led the effort to help Kaysville City refine its mission, vision and guiding principles. This included gathering input from stakeholders, residents, and other data sources and analyzing and organizing them into key insights that informed the development of the Strategic Plan for Kaysville City’s future.

Innovation and Design Thinking Initiative | Utah Department of Transportation (2019) Josh has worked with UDOT to develop an organization-wide innovation initiative that will help support modernization and continual organizational development and improvement.

Strategic Plan and Regional Transportation Updates | Mountainland Association of Governments (2018 - 2019) Josh led an effort to refine MAG’s vision and mission to better guide department plans and explore core services that meet community expectations of MAG’s role as a regional organization. He also provided the public involvement strategy and implementation for the 2019 update of MAG’s regional transportation plan. This work included interviewing, convening and facilitating large groups of diverse stakeholders.

National Conservation & Recreation Act Draft | Central Wasatch Commission (2018) Josh led this effort to manage the massive amount of public comments provided to the CWC regarding the drafting of the Central Wasatch National Conservation and Recreation Act. Josh read, transcribed, and organized the comments by category and then analyzed and synthesized the comments into easily digestible data via graphic data charts for to inform the draft act.

Drought Contingency Plan | Weber Basin Water Conservancy District (2017 – 2018) Josh facilitated the development of the project management framework and led the stakeholder outreach and engagement with various stakeholders, including the facilitation of a strategic Task Force. Josh assisted the project the team to effectively conduct drought monitoring, evaluate the results, and understand and identify key indicators of drought and facilitated collaboratively create response actions to mitigate the impacts of drought and a set of procedures for ongoing evaluation and updates.

Cache County Water Collaborative | Cache County, Utah | (2015 - 2017) Josh facilitated the process and plan to explore the creation of a water conservancy district as recommended by the Cache County Water Master Plan. This process included the convening and facilitation of a consensus building work group (commission) whose objectives were to: 1) reach consensus on the operational structure and organizational documents for a management system to secure and safeguard water for the community and future generations, 2) select the most appropriate method to create the district, and 3) create and execute a plan to engage in public outreach and education. This process involved significant communication and consensus building throughout the county and state and with work group and project team members. Josh’s mediation, facilitation and legal experience were critical to the success of this project as he facilitated the development of the charter and guided the group to achieve its goals and objectives.

Communication & Conflict Assessment & Training | Weber County, Ogden, Utah (2015) Josh developed and delivered a communication and conflict management training workshop for Weber County’s planners, engineers, and public works staff. Josh conducted a situational assessment, including interviews with key personnel and a review of department processes. The development and delivery of the training curriculum and materials were guided by the assessment findings. Tasks and Deliverables: Communication and conflict management assessment, key person interviews, curriculum design, workshop workbook and two-day training.

Bear River Water Conservancy District Master Plan | Box Elder, Utah (2015 – 2016) Josh facilitated the process of creating a new master plan for the Bear River Water Conservancy District. This process included convening and



interviewing a diverse group of stakeholders and local and state leaders. Josh worked with the District engineers to create a holistic and comprehensive master plan that is driven from the bottom up and informed by those it serves.

Cache County Water Master Plan | Cache County, Utah | (2013 - 2014) Josh facilitated and managed the public outreach for the Cache County Water Master Plan. This process included convening and interviewing a diverse group of stakeholders. Josh worked with the project engineers, county and project team to create a holistic and comprehensive master plan informed by the outreach efforts.

Utah Program on Collaboration | S.J. Quinney College of Law Environmental Dispute Resolution Program, Salt Lake City, Utah (2015 - Ongoing) Endangered species, wildfire, air quality and drought top the list of environmental and natural resource needs in Utah and the western United States. On November 19, 2015, The Langdon Group, the University of Utah's Environmental Dispute Resolution Program, and the Utah Department of Environmental Quality, in coordination with Alan Matheson and Governor Herbert, hosted to a wide variety of federal and state agency leaders to discuss opportunities in multi-agency collaboration for environmental and natural resources. The goal of the Forum on Collaboration was to use feedback from agencies to enhance collaborative opportunities among decision makers and provide an opportunity for state and federal agencies to learn from each other and share challenges with collaborative problem-solving. The momentum from the Forum on Collaboration is being carried forward through quarterly dialogues under an umbrella effort called the Program on Collaboration. Josh helped organize and facilitate the first quarterly dialogue and will continue to assist with future dialogues.

Pioneer Park Phase II Plan Update | Salt Lake City, Utah (2014 – 2015) A great deal of change had occurred in the Pioneer Park community since the original 2006 Master Plan was adopted. Josh led a public engagement effort to help Salt Lake City Parks and Public Lands ensure the process was centered on the current public needs. This included conducting a series of focus groups to gather input from key stakeholders and city staff, as well as a public open house. Josh helped analyze this feedback and provided input for a charrette team that used the information to form the new design ideas.

National Disaster Resiliency Grant | State of Utah (2015) Josh led and managed the outreach and engagement strategy and coordination of a multi-jurisdictional grant writing team applying for money from the National Disaster Resiliency Competition (NDRC). The NDRC was a two-phase process that required extensive community outreach and coordination between several municipalities, non-governmental organizations, and environmental groups to identify projects that would make the affected community more resilient. Josh helped identify several projects proposed within the grant application and did extensive outreach and analysis to provide the team a stronger list of proposed projects. These efforts included website creation and engagement, public surveys, assessment and analysis.

Bluff Culinary Water MOA | San Juan County, Utah (2015) Josh provided mediation and facilitation services to assist the Bluff Committee for Culinary Water Solutions and San Juan County Service Area Board address culinary water issues and management in Bluff, Utah. The Langdon Group conducted key person interviews with identified stakeholders in the community that were involved with culinary water, as well as conducted two workshops with those stakeholders specific to drafting an Interlocal Agreement for culinary water management. The Langdon Group facilitated the interaction between the Special Service Area Board, the Water Board, the Bluff Committee for Culinary Water Solutions, and other county and state representatives. Josh also facilitated a town hall meeting to present the proposed agreement and moderate discussion.

Utah Water Conservation Forum WaterCon Annual Conference Facilitation | (2019) Josh led the planning and execution of the Utah Water Conservation Forum's annual conference, WaterCon. He oversaw the development of collateral, invited key stakeholders and speakers, and facilitated workshops. Josh and his team helped the UWCF to triple the number of attendees over previous conferences.

Environmental Protection Agency | Richardson Flat (2016 – 2018) Josh was the facilitator for the Richardson Flat Superfund Site project team in Park City, Utah. Mining operations undertaken within the Park City Mining District reportedly produced approximately 16 million tons of ore between 1875 and 1982. As a result of contamination from



such operations, approximately seven million tons of tailings were located at the Richardson Flat Tailings Site. Josh facilitated coordination with stakeholders from the EPA, UDEQ, and local governments during cleanup activities.

Wilson Creek Grazing Allotment Assessment | Bureau of Land Management – Ely & Caliente, Nevada (2016 – 2018)

Josh worked with the grazing permittees, interested stakeholders, and the BLM to assess and develop long term solutions specific to the 1.1 million acre Wilson Creek Grazing Allotment in southeast Nevada. Josh co-facilitated the process with these stakeholders to resolve issues and develop long-term solutions.

West Davis Corridor Environmental Impact Statement - Davis & Weber Counties, Utah | Utah Department of Transportation (2013 - 2018)

The West Davis Corridor EIS was the largest transportation environmental study in Utah in the past 10 years. Josh assisted an aggressive public involvement initiative, which included facilitation with a wide range of program, policy and public stakeholders, including locally impacted residents, city and county officials, agricultural leaders, non-governmental organizations, and state and federal agencies.

Logan City and Cache County Landfill | Cache County, Utah (2015) When Logan City was considering relocating the landfill in Cache County, Josh facilitated a town hall meeting with impacted property owners and stakeholders.

Saratoga Springs Secondary Water Metering | City of Saratoga Springs, Utah | The City of Saratoga Springs (2014)

The Langdon Group was selected by the City of Saratoga Springs in May 2014 to provide public involvement services for a secondary water meter installation project. Josh managed the public involvement effort and provided quality control. Before construction, Josh facilitated a partnering meeting between the city and the four contractors hired to install meters. A mass outreach effort was needed to inform 3,649 residents that they would be receiving a new water meter. Josh and his team ensured that every home received adequate information prior to construction. Along with the outreach efforts, Josh and his team facilitated weekly construction meetings and managed the project hotline and email and documented each stakeholder conversation in a central database.

RIGHT-OF-WAY NEGOTIATION

Shepard Lane & Sunset Drive Right-of-Way | Kaysville City (2018) Josh was the lead on creating, negotiating, and editing easement and right-of-way agreements. He worked closely with Kaysville City, the project engineer and surveyor to ensure consistent communication, coordination and that the project progressed in a timely manner.

Weber Basin Water Conservancy District | East Layton Pipeline (2018) Josh provided easement acquisition services on this pipeline rehabilitation project in Layton. The project spans across neighborhoods and a reservoir. Josh worked directly with property owners to obtain permanent and temporary easements. He also worked with landowners to get permission for the engineers and contractors to access the property.

4700 West Roadway, Stormwater, and Sewer Line Project (Phase 1 & 2) | Hooper City, Utah (2017 - 2018) Josh led the process of creating easement and right-of-way documents. Josh met one-on-one with individual property owners to negotiate agreements and worked closely with the project engineer to ensure specific details were implemented into the design plan. Josh's strong efforts on the project guaranteed fair compensation for residents and a clear plan for the project team.

Sewer Line Projects | North Davis Sewer District (2017 - Present) Josh led the easement and right-of-way acquisition efforts on this sewer line rehabilitation project in Kaysville that spanned farmlands, neighborhoods and boring under Interstate-15. Josh extensively met with property owners and negotiated and drafted agreements that included temporary and permanent easement, improvements, and cost to cure plans and details. These efforts ensured the project moved forward on schedule and property owners were informed and compensated fairly. The result was a successful project and stronger relationship with the District.



PUBLIC INVOLVEMENT

Secondary Water Irrigation Metering | Davis and Weber Counties Canal Company - Utah (2016-Present) Josh managed the project facilitation and public involvement for a secondary water meter installation project with the Davis and Weber County Canal Company. He managed the public involvement effort and provided quality control of the on-the-ground, day-to-day public involvement coordinator and outreach.

Saratoga Springs Secondary Water Metering | City of Saratoga Springs, Utah | The City of Saratoga Springs (2014) The Langdon Group was selected by the City of Saratoga Springs in May 2014 to provide public involvement services for a secondary water meter installation project. Josh managed the public involvement effort and provided quality control. Before construction, Josh facilitated a partnering meeting between the city and the four contractors hired to install meters. A mass outreach effort was needed to inform 3,649 residents that they would be receiving a new water meter. Josh and his team ensured that every home received adequate information prior to construction. Along with the outreach efforts, Josh and his team facilitated weekly construction meetings and managed the project hotline and email and documented each stakeholder conversation in a central database.

Ogden Canyon Pipeline | Ogden City (2013 - 2014) The city recently replaced a century-old water line in Ogden Canyon. The construction significantly impacted water pressures and delivery to local residents in addition to traffic. The water line failed when it was reconnected, resulting in continued essential and unforeseen construction. Josh was hired to manage this additional work. Josh led the project to engage the stakeholders and facilitate dialogue and understanding between the city, its residents, the construction team, and the project engineers.

Woods Cross Hazardous Pipeline Awareness Campaign | Woods Cross City, Utah (2013) Woods Cross City obtained a grant from the Pipeline and Hazardous Materials Safety Administration (PHMSA) for the mapping of hazardous pipes within Woods Cross and for collaborating with pipeline operators and communicating this information to its residents. Josh managed the efforts to achieve these objectives, including collaborating with each pipeline operator and emergency responders to produce informational material and participate in two open houses for the public.

Woods Cross City Drinking Water | Woods Cross City (2013 - Present) Woods Cross City produces more than 90 percent of its drinking water supply from groundwater wells located throughout the community. The city discovered that perchloroethylene (PCE) is present in four of the city's five wells. Concerned about the continued impact of PCE on its water supply, the city took the initiative to educate the public and transparently resolve the issue. Josh assisted them to achieve this objective by organizing and facilitating a series of public open houses. The public participation and input contributed to the city's decision to design and construct a drinking water treatment facility. Josh led the efforts to facilitate between the public and the city during the construction of the new facility.

SELECT CONFERENCES & PRESENTATIONS

- THE 5P'S, *S.J. Quinney College of Law, University of Utah, Environmental Dispute Resolution Program's 2016 Effective Natural Resource Collaboration Short Course, Salt Lake City, UT, 2016.*
- NEGOTIATING CONFLICT SUCCESSFULLY, *American Public Works Association Annual Conference (Utah) Salt Lake City, UT, October, 2015.*
- NEGOTIATING CONFLICT AT HOME, AT WORK AND WITH THE PUBLIC, *American Public Works Association Annual Conference (Idaho), Pocatello, ID, April, 2015.*
- DISPUTE SYSTEMS DESIGN: CREATING DISPUTE SYSTEMS AND PROCESS, *University of Utah Graduate Program in Conflict Resolution, Salt Lake City, UT, April 2014 and April 2015*
- NEGOTIATING CONFLICT SUCCESSFULLY, *Utah Department of Transportation Annual Conference, Sandy, UT, October, 2014.*
- COMMUNICATION & CONFLICT RESOLUTION WORKSHOP, *Weber County Engineering, Planning, and Public Works, Ogden, UT, October, 2014.*



- CIVILITY IN NEGOTIATION & MEDIATION, *Utah State Bar Dispute Resolution Section & UCCR Annual Seminar, Salt Lake City, UT, June 2014.*
- ENGAGING THE PUBLIC – STRATEGIES FOR ESTIMATING THE RIGHT LEVEL OF PUBLIC INVOLVEMENT, *Water Environment Association of Utah Annual Conference, St. George, UT, May 2014.*
- CAREER DEVELOPMENT AND OPPORTUNITIES IN ADR, *Brigham Young University, J. Reuben Clark College of Law, Dispute System Design Clinical Program, Provo, UT, November 2013.*
- 40-HOUR INTENSIVE NEGOTIATION AND MEDIATION CERTIFICATION WORKSHOP, *Salt Lake City, UT, 2011 and 2013.*
- RESOLVING CONFLICT, MAKING PEACE, *invited to present at Pacifica Institute, Salt Lake City, UT, 2012.*
- CONFLICT MANAGEMENT IN BUSINESS AND DISPUTE SYSTEM DESIGN, *Westminster College, Graduate School of Business, Salt Lake City, UT, 2012.*