

James Ennis Street

Strategic Counsel for High-Stakes Conflict

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MANDATE

I advise executives, senior professionals, founders, boards, and institutions facing consequential employment, governance, and institutional disputes.

I help clients understand what is happening, preserve leverage, and choose a controlled path forward through negotiation, structured resolution, or selective escalation. I assess legal merits alongside procedural posture, decision-makers, incentives, and institutional risk.

WHEN TO ENGAGE

- Separation agreements, forced exits, resignation pressure, or a changed role after a complaint
- Discrimination, retaliation, investigations, or allegations of misconduct
- Board or leadership disputes, governance breakdown, and stakeholder or reputational pressure
- Consequential demands, sensitive negotiations, and decisions requiring an early response

START WITH A STRATEGIC ASSESSMENT

Every engagement begins with a paid Strategic Assessment. Basic, Standard, and Priority assessments reflect the matter's complexity, urgency, and volume of material. Scope, timing, fees, and written engagement terms are confirmed after a preliminary conflicts, jurisdiction, availability, and fit review.

WHAT MAY FOLLOW AN ASSESSMENT

If further work is appropriate, I may propose a separate defined-scope engagement or selective ongoing advisory arrangement in writing.

- **Pre-Suit Strategy & Demand Development.** Factual reconstruction, legal and risk analysis, demand development, and early positioning.
- **Negotiation & Structured Exit Strategy.** Negotiation planning, communication sequencing, and implementation of a controlled resolution.
- **Selective Litigation & Escalation Strategy.** Settlement posture, escalation sequencing, and coordination with trial counsel or specialists.
- **Selective Ongoing Advisory.** Governance and leadership advice, or continuing executive counsel as institutional pressure and sensitive decisions develop.

PROFESSIONAL RECORD

Experience includes employment counseling, separation agreements, settlement negotiation, and complex federal and state litigation, including class actions and multidistrict matters. I have advised senior university and nonprofit leaders on governance and sensitive organizational decisions, and published scholarship advocating federal recognition of the Lumbee Tribe.

Duke Law School, J.D., cum laude, 2023; UNC–Chapel Hill, B.A., with honors, 2018. Licensed in North Carolina; admitted to the U.S. District Courts for the Eastern and Western Districts of North Carolina.

Start a Strategic Assessment | jamesennisstreet.com/contact