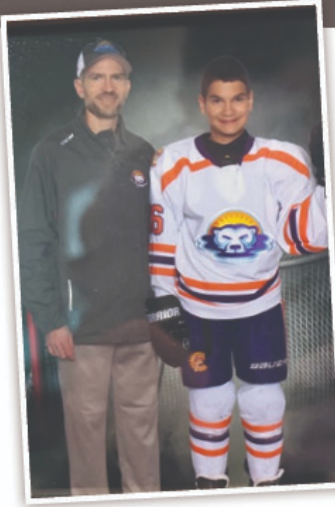


The Road To Justice Starts Here



being Coach Gibson

By Attorney Michael T. Gibson

The passing of another Labor Day means that it is officially travel hockey season. And for me, that means assuming my alter ego and becoming Coach Gibson, in addition to being Attorney Michael T. Gibson. Some have asked me what it is like to take off my lawyer hat, and put on my coaching hat, so I thought I would share some of my experience and lessons learned from coaching.

First off, coaching in some ways comes naturally to me at this stage in my life, based on my fifteen years of operating this firm. If I had to pick one word that best describes my role over the years at the firm, I would choose coach. Coaching to me is really nothing more than teaching. And to teach anything, you first must have an ability to do what you are teaching and an in-depth understanding of the outcome you are trying to achieve. In building the firm over the last decade and a half, it was on me to design and teach the systems that allowed us to operate and be successful. Most of these came from my years of practice, and learning what strategies provided for the best outcomes. While I knew these things, and they came somewhat naturally to me, I had to teach them to my staff and other lawyers, I tried lectures, and meetings, where I would speak at length on these topics. But where we really started to implement and follow these things was when I did two things. First, I started creating manuals and how to guides for every aspect and department of our firm. These included powerpoints, flowcharts and checklists. And secondly, I found ways to make my goals my team's goals. This took quite a bit of time, probably about five years, but when I finally found a way to get everyone working towards the same collective goals, that is when we took off as a firm.



Coaching hockey is no different. The main goal as a coach is to identify the systems that will give us the best chance to win. Like the law firm, there are different areas of the ice, and each requires its own strategy and system. So, I look at our players, see what their collective strengths and weaknesses are, and then identify systems in the offensive, defensive and neutral zone, that play to their strengths, and away from our weaknesses.

Just like a personal injury case takes a team of lawyers and staff to be successful, hockey is also the ultimate team sport. As the kids get older, it gets harder for any individual player to single handedly dominate a game. So as a coach, I have to have complete buy-in from all of the team members into our systems. This means I have to break down each player's role and responsibility for each system. Often, this will require drawing the player responsibilities on the board, and showing them, in video, examples of doing right and doing it wrong. Just like in my office, you have visual learners who have to see it, and you have audio learners who have to hear it. My job is to make sure I teach it each way, and that they understand the concept. If I am being honest, as a coach, I sometimes struggle with this, just as I did early in my firm. I can go way too fast sometimes through an explanation. So, I really try to slow it down, draw out each component on the board piece by piece, and then redraw the entire thing. Again, it is on the coach to teach it, and if the players are not understanding it, I have to find another way, through demonstrations or walk throughs for them to get and understand the topic.

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Roberto Clemente

Por Juan Jose Rodriguez, Abogado de Enlace



Recientemente tuvimos la oportunidad de visitar la ciudad de Pittsburgh en el estado de Pennsylvania. El propósito principal fue para ir a un juego de grandes ligas entre los Cardenales de San Luis y los Piratas de Pittsburgh.

Tengo que admitir que había leído la importancia que la ciudad de Pittsburgh le daba al fenecido pelotero puertorriqueño Roberto Clemente, pero mas nunca me iba a imaginar que fuera de tan gran magnitud.

Primero, para aquellos que no son de Puerto Rico o que no son fanáticos de beisbol, les debo dar información de quien era Roberto Clemente. Como beisbolista ha sido uno de los mejores que ha existido. Gano dos series mundiales, y fue considerado como uno de los mejores jardineros derechos al ganarse 12 guantes de oro, premio que simboliza el mejor en su posición También fue un notable bateador que obtuvo cuatro títulos de bateo y que llegó además a la cifra de 3,000 hits, ya que son pocos que logran esta meta.

Además de su excelente carrera como jugador de beisbol en las grandes ligas, Clemente destacó por su labor en la defensa de la imagen de los jugadores latinoamericanos y la educación deportiva de la juventud de su país. Tanto como sus proezas en el terreno, el lado humano de Clemente fue notable. Sobrellevó la discriminación en una sociedad segregada, ya que al comienzo de su carrera tuvo que comer en restaurantes, viajar en buses, y hospedarse en hoteles para gente del color de su piel. En algunas ocasiones, el puertorriqueño fue objeto de burla por su fuerte acento en español mientras hablaba inglés. Como muestra de la complacencia de su origen, rehusó ser llamado Bob pues prefería ser llamado Roberto. De hecho, fue un defensor de la igualdad para el trato de los jugadores latinoamericanos.

El 23 de diciembre de 1972, la ciudad capital de Nicaragua, Managua, fue azotada por un terremoto. La devastación motivó a Clemente a llevar un cargamento de ayuda a los afectados. Decidió ir personalmente pues a través de noticias se daba a conocer que los militares del país administraban deficientemente los envíos internacionales. Falleció el 31 de diciembre de 1972 en un accidente de avión en el que llevaba un cargamento de ayuda humanitaria. La nave despegó de San Juan, Puerto Rico, pero a las pocas millas de dejar la isla cayó aparatosamente en el mar a las 9:23 p. m. matando a todos los ocupantes. El cuerpo del beisbolista nunca fue recuperado. La causa del siniestro parece haber sido la sobrecarga del aparato

En su nombre se otorga el premio Roberto Clemente como reconocimiento al jugador que muestra un servicio destacado a la comunidad, así como su excelencia en el terreno de juego. Unos meses después de su muerte fue elegido póstumamente para entrar en el Salón de La Fama del Beisbol se convirtió así en el primer latinoamericano en formar parte de este distinguido salón. En Puerto Rico fue nombrado atleta del siglo y, desde el 2022, las Grandes Ligas instituyeron cada 15 de septiembre como el "Día de Roberto Clemente".

Desearé terminar con estas palabras para que analicen sus vidas. En el mural al lado del museo Roberto Clemente, está inscrito estas palabras que he utilizado en el pasado, pero no sabía que fueron palabras originales de Clemente y que demuestra en gran manera la calidad humana de este ejemplar ser humano:

Cuando tienes la oportunidad de mejorar cualquier situación, y no lo haces, estás malgastando tu tiempo en la Tierra.

Que Dios te continúe bendiciendo. ■

"Being Coach Gibson" continued from page 1.

From there, I believe in breaking down practices into drills that each teach a component of the system I am trying to teach, and that each drill builds a skill that the system requires. So, we are basically breaking down the big concept into smaller, little pieces, with the goal being the players master that smaller piece, and it starts to become instinctual. Hockey is probably the fastest game in the world. Players have to make split second decisions, while skating on ice with just two inches of steel under them, and they have to do it, with 5 opponents racing top speed to hit them and try to disrupt them. So, there isn't time for a player to think. They have to read, recognize and react. So again, in practice, it is important to give them drills that reinforce situational awareness and reaction. And then it is about repetition. I would rather master one or two drills, and get them right, in a single practice, then do ten drills and master none. This is where practice planning comes in. To plan an hour-long practice, I first have to review our last couple games, and see what we are doing well, and what we are struggling with. From there, it is identifying two to three things that we need to work on. In addition to this, I am also looking to make sure that we have repetition and re-enforcement on the things we are doing well at that time. So for example, if we are struggling to generate offense, we will likely plan out three to four drills that reinforce offensive zone concepts and attack. And of those drills, I am looking to break down the individual skills, like passing and shooting, that are used in these concepts. As we work those individual skills, I try to evolve each drill to where the team concepts and systems are being worked on as well. If I am doing it right, the players start actually executing a system without even knowing it.

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THE AUTO JUSTICE COMMUNITY

Heriberto Perez

(In his own words)



God has designed a place of service that fits our personality, gifts, and abilities. It also equips and strengthens us so that we can meet the challenges of that call. This is how the Ministry begins at PR La Alegría de dar Inc. Our responsibility is to obey with joy no matter the circumstances. We find Peace and Joy in serving God every day; to discover the face of Jesus through our bedridden, wandering, and destitute people. "We are his workmanship, created in Christ Jesus for good works." Ephesians 2:10 Heriberto is grateful to De Dios for the opportunity he has granted him to lead for the last two years the department of ASSPEN in the Iglesia De Dios Pentecostal. In this program he has the opportunity to bless twice a month to more than 500 families and participate in a ministry. We are blessed to bless where he provides help to the bedridden so that they have a better quality of life, with position beds, wheelchairs, and walkers. He is currently working on a Mission in the Dominican Republic in a dining room for children in Hato Mayor del Rey sector of the valley. Our Christian walk thrives when we remember how God has shown us His Mercy. We obey Him out of love no matter how difficult the circumstances, knowing that we are under the cover of His provision and protection, and we will see by His generous treatment again that He has done us good. We are called to help those who are suffering and in need, so that the Lord may be glorified and the lost may believe and be saved. God wants us to give and to do it with joy, being generous requires a Heart that loves the Lord above all. The Holy Spirit will also transform each of us into someone who finds pleasure in giving. "God Loves the Joyful Giver." 2 Corinthians 9:7

By Attorney Michael T. Gibson: Thank you Heriberto for all you do to make our community a better place for everyone. You are truly doing God's work, and you are a blessing to our community. ■

"Being Coach Gibson" continued from page 1.

Again, it is one thing to write this out and say it is all going to work, and it is another to actually do it. There are just days where for whatever reason, a particular concept is not working. And no matter how much I love the concept, I have to be able to recognize that and move on to something else. Here is where my years of formulating strategies in legal cases kicks in. In my career, I have yet to have a perfect case. I have come really close, but then something pops up, and you have to deal with it. Adversity is just a part of life. Learning to accept and embrace it, is probably the most valuable skill that a successful person can have in anything in life.

So when something doesn't work, we throw that out and go to the next thing. Sometimes, it is hard to understand why this system just doesn't work. And sometimes the answer is that it will work, it just doesn't work right now. In the firm, we are constantly evaluating and re-evaluating all of our systems. And I firmly believe that the process of constantly challenging and scrutinizing ourselves makes us better. As a coach, I want the same mentality of my players. How can we improve, even just 1 percent today.

And finally, being a good coach is about reading your room and reading your players and knowing exactly what that player needs in the moment to help them succeed. Some are very hard on themselves. They come to the bench slamming sticks and putting themselves down after a mistake. That player does not need me to go over there and hammer the mistake. That player needs a coach to pat them on the back, tell them we all make mistakes, and to just forget and focus on their next play. And yes, sometimes a player, or even the whole team, needs a good chewing out. I will candidly admit, in my professional life, I have never been afraid to do either. I often tell people that you have to be a chameleon and be able to change on the fly into what that team member needs in that moment. In hockey, I recognize from playing the game just how fast the game is and how quickly decisions need to be made. And simply, you are going to make mistakes. I never expect my players to be perfect and mistake free. But I do hold them accountable to learning from those mistakes and fixing them.

Coaching a hockey team is not much different than coaching a law firm. Thus, I transition between the two worlds very easily. In the end, I think being a coach is being a teacher. It's ironic in that as a coach of a teacher, I never thought of myself growing up to be one. But now, whether in the office or on the ice, I am teaching constantly. And like all good teachers, my goal is that the students will learn and be successful. More than any skill I can teach on the ice, I try to give these kids life skills that made me successful, and that will make them successful too. Hard work, relentless effort, working as a team, all of these things can take anyone far. It's about learning to put in the work to earn victories, and learning from our losses and setbacks. It is a process which can sometimes be maddeningly frustrated, but in the end, is really gratifying.

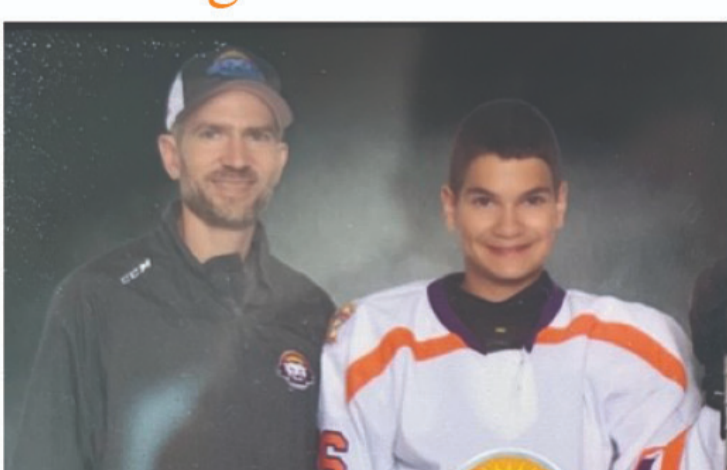
It is a long season. We started out 2-2 at our Labor Day Tournament. Not bad, but not as good as we wanted. The work continues. ■

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being Coach Gibson



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Halloween MEDITERRANEAN PASTA SALAD



Servings: 4; prep time: 15 min.

This spooktacular side dish is a fun Halloweenish-themed salad with classic Mediterranean flavors. The black and white pasta is tuxedo orzo, but if you can't find it, any plain orzo will do. (This recipe tastes even better the next day, when the flavors have had a chance to sit and combine. Add the cheese just before serving!)

Ingredients

- 1 1/4 cup tuxedo orzo
- 1 1/2 cup orange bell peppers, diced
- 1/2 cup orange cherry tomatoes, halved
- 12 olives pitted and sliced, black (or kalamata)
- 3 tbsp. red onion, minced
- 3 or 4 tbsp. feta cheese, crumbled
- 1/4 cup lemon juice, roughly half a lemon
- 1/4 cup olive oil
- 2 tsp. honey mustard
- pinch each of salt and pepper to taste

Directions

1. Cook pasta in a large pot of boiling, salted water for 7-8 minutes until cooked but still slightly firm.
2. Drain pasta and rinse under cold water to cool it down. Be sure it is drained well.
3. Combine the lemon juice, olive oil, honey mustard, and salt and pepper in a jar, and shake to combine.
4. Add to the pasta and stir. Add the remainder of the ingredients, except for the feta cheese, and mix to combine.
5. Cover and refrigerate for 20 minutes or until ready to use. Add feta just before serving.

Recipe courtesy of <https://saltwaterlaughs.com>. ■

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