

# Finding Peace Below the Surface

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## ZACH HYMAN

FOUNDER, MILLENNIAL LAW

TMA MEMBER: 11 YEARS

**Q:** How would you describe your practice?

**ZACH HYMAN** I am a Florida-based attorney who specializes in commercial litigation, restructuring, and bankruptcy work. My practice varies and includes work in disputes over the ownership and management of

companies, the conveyance of real property and validity of certain conveyances, trademarks and other intellectual property rights, collections, foreclosure of construction liens and enforcement of construction rights, the defense

trying to find a practical solution for our clients.

**Q:** How did you gravitate toward turnaround and restructuring work?

**HYMAN** Although both my father and grandfather were bankruptcy judges, I first became interested in restructuring work when I met Paul Singerman, my first boss who explained that restructuring is about finding ways to solve problems and find solutions for clients and their opponents without having to rely on the adversarial process of litigation. I really enjoy having the opportunity to help people find creative solutions to difficult problems that they cannot solve themselves.

**Q:** Why did you decide to start your own law firm and what impact did TMA have on your decision?

**HYMAN** In February 2020, when I decided to start my own law firm, there were not a lot of opportunities available for a young professional like me. Larger law firms were only interested in hiring people with an existing book of business, but it's difficult to build a substantial book of business without taking on cases where the amount in dispute was less. TMA helped me find connections and maintain a stable pipeline of new work, that helped me to grow and build my business, and the relationships developed through TMA were integral to those opportunities. [Opens in modal lightbox](https://www.tmajcr.org/journalofcorporaterenewal/april_2025/MobilePagedArticle.action?articleId=2051669&app=false#)

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**Q:** How does technology impact your practice?

**HYMAN** The use of artificial intelligence and other technology, like any tool, has made certain aspects of the practice of law, like basic drafting and legal research a lot easier. However, technology is not a replacement for experience and education, such that it is important to learn from experienced professionals, like the ones at TMA events, to continue to grow and find ways to be innovative in your practice.

**Q:** What is your favorite part of running your own business?

**HYMAN** I get to work with people that I love to be around who make a difficult practice fun—and we have the opportunity to be involved in any case that we want, even if they are not profitable. Our team is committed to achieving results without placing blame, and we genuinely enjoy being together and working with each other. In a high stress environment and in my field of work, things will go wrong, so it's important to focus on fixing things and working together. There's something special about getting to live your professional life based on the values that matter to you.

**Q:** Is there a deal or transaction that has been especially important or memorable for you?

**HYMAN** In one of my first cases, I represented a small airplane mechanic who was owed approximately \$500,000 for services rendered on approximately 20 different privately owned planes. On the initial call, the client told us that if we did not recover a significant sum of money, they would go out of business, so we developed a creative strategy to get them paid. It took our office more than six months to implement the strategy without the client being concerned but placing their trust in my advice. At times, it looked like things would not work out well, but the client did not waiver in their trust of me, and we achieved a great result and saved their business.

**Q:** What key achievements or milestones have helped you get to where you are today?

**HYMAN** There is no shortcut to success, and there is no particular case or accomplishment that I have achieved that I can identify. However, I would consider the hiring of each of my employees to be an achievement or

vacation without being interrupted by our office once.

**Q:** What role has TMA membership played in your career?

**HYMAN** My membership with TMA has played an integral role in my career. First, TMA taught me how to act as a leader. I was the president of the TMA Florida Chapter, and after that was the chair of the TMA Global NextGen committee. In those roles, I had to learn how to develop a vision and execute on it and how to inspire those around me to become invested in what we are trying to accomplish. Second, TMA has given me access to a substantial number of contacts that I would not normally interact with. Unlike other fields, the practice of law is highly localized, such that I do not normally interact with people from other states and markets. TMA has given me access to people outside of my region, which has created a significant number of opportunities to find meaningful work. It has also provided me with invaluable educational content that has helped me to advance my practice.

**Q:** How did you get into scuba diving? What drew you to it?

**HYMAN** I grew up in South Florida, so water activities have always been an important part of my life. I had not gone diving much until early 2023, when I was overwhelmed. I felt that I needed to do something different and decided to go diving. When I did, I was very surprised to find that I participated in an exercise of mindfulness, which helped me to get clarity in what I was working on. After that, I continued to practice diving as my form of meditation, because I am forced to focus on what is in front of me and there are no distractions that can interrupt me. I also became involved with a great network of people that I dive with, including representatives of Aqua Lung, the company that was founded by Jacques Cousteau, which gives me the opportunity to learn about the business and history of diving.

**Q:** Can you share a favorite dive or moment during a dive that's especially memorable?

**HYMAN** I was given an opportunity to scuba dive in a shipwreck. As I was descending to the wreck, the water became incredibly murky. We could not see our hand in front of our face, and my scuba diving tank malfunctioned. At first, I panicked and thought about the fact that I could die, but as I started to become scared, I remembered that I have experience in diving, took a deep breath, and reassessed the situation. After taking that breather, I was able to readjust myself, reach the shipwreck, and have an incredible experience.

**Q:** Do you translate any lessons from diving to your work in turnarounds and restructuring? Or is the activity more of an escape?

**HYMAN** In diving, like a turnaround, things can go wrong in an unexpected manner, and there have been times when my equipment has malfunctioned, putting my life at risk. When that happens and things go wrong, it's important to pause, take a deep breath, trust your instincts, and remember your experience. In each instance, when taking a step back and staying calm, you end up in a better position.

**Q:** What might people who only know you professionally be most surprised to learn about you?

**HYMAN** As attorneys, our job is often to apply leverage to help your clients achieve a good result, but that requires that we be detached and unpleasant, while engaging in a more dry style of communication. Despite that fact, I genuinely care about the people who are around me and am extremely grateful to the people who associate with me.

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