



NALP Annual Education Conference 2010

Wednesday, April 28 · 2:15 – 3:30 PM

# Reinventing Yourself

Changing Positions, Changing Employers, Changing Sides

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Changing Positions, Changing Employers, Changing Sides

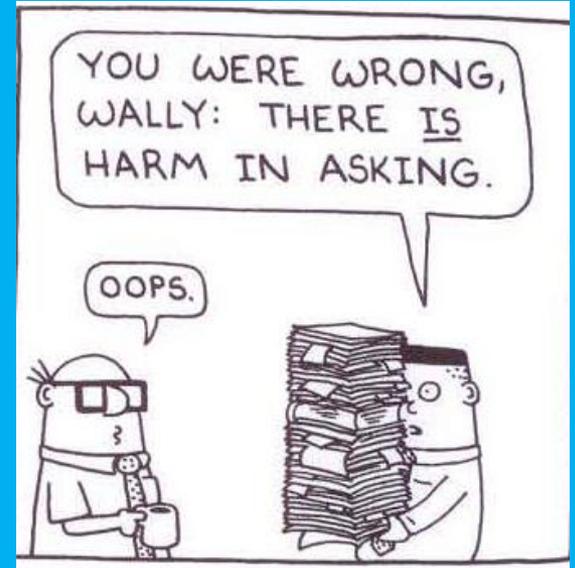
Elizabeth Armour, Suffolk University Law School  
Director of Employer Relations

Emily Leeson, Alston & Bird LLP  
Director of Attorney Professional Development

Tomea Mersmann, Washington University in St. Louis  
Associate Dean for Strategic Initiatives

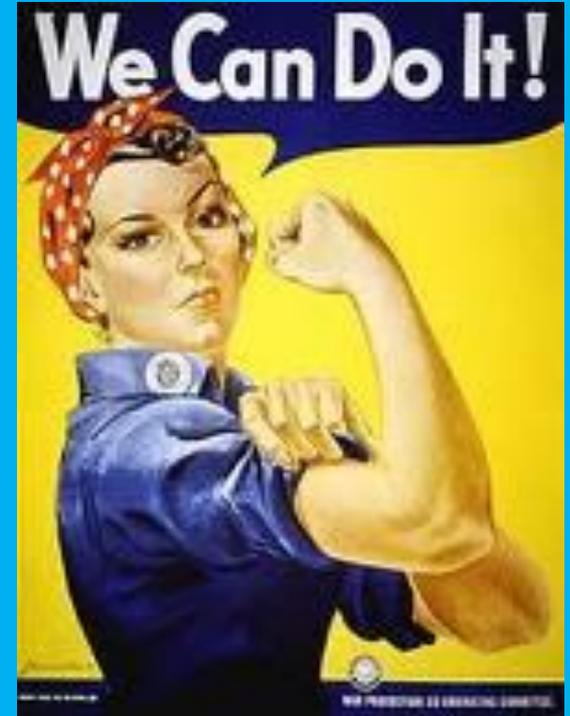
Rachel V. Simmonds-Watson, Debevoise & Plimpton  
Diversity Manager

Lynne Traverse, Bryan Cave LLP  
Recruiting & Professional Development Manager



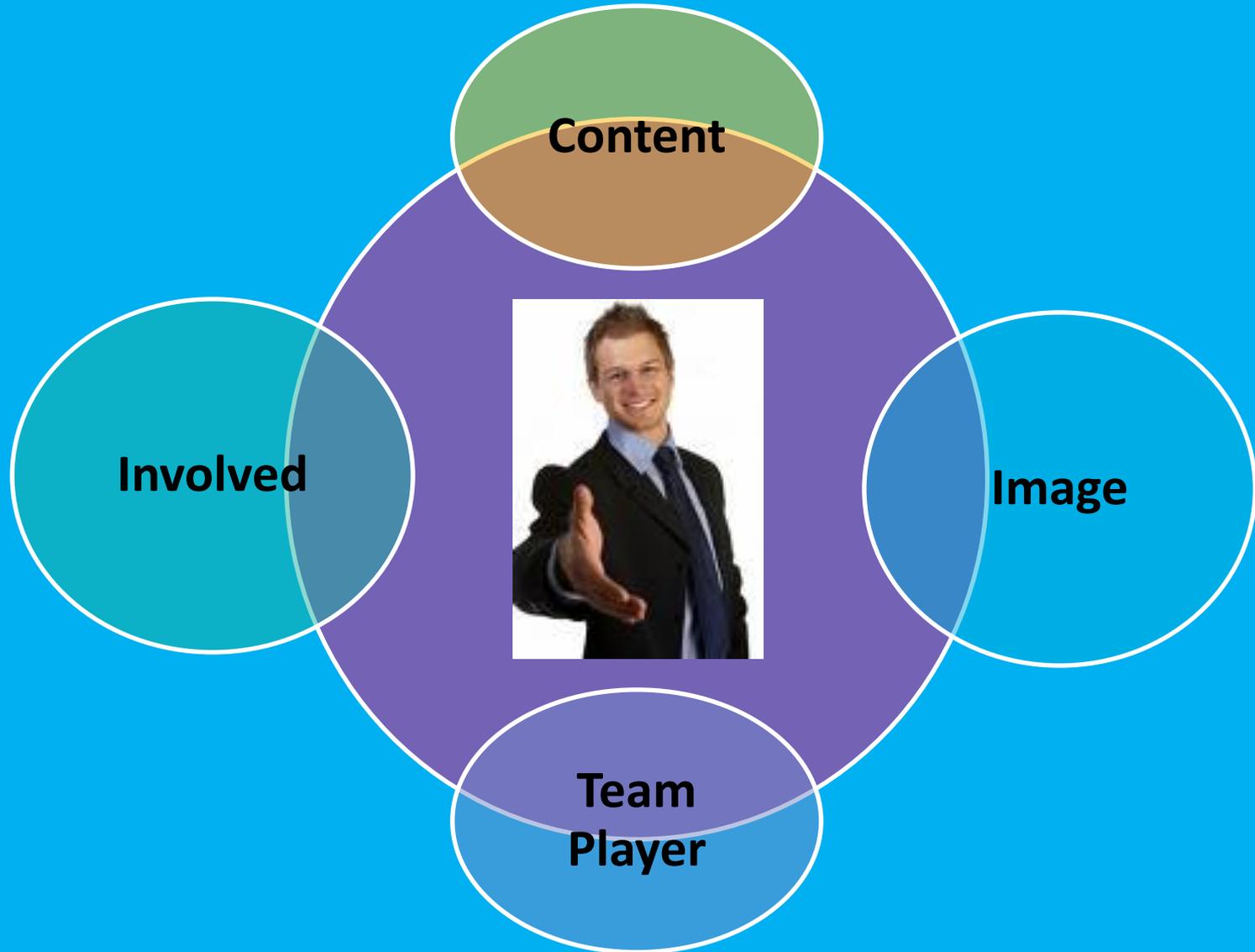
# Be Competent

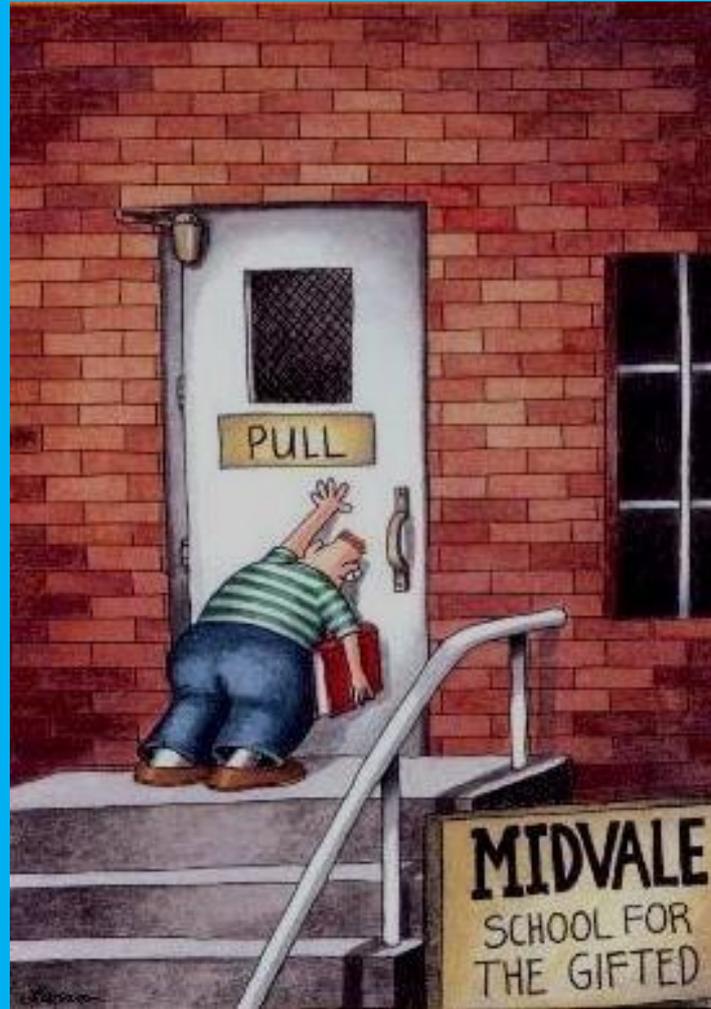
- Take Initiative
- Be Prepared, Timely, and Reliable
- Shoot for Zero Defects Work Product
- Know Your Organization – policies and available resources





# Develop your Professional Identity





# Know your Strengths . . .



- Be Self Aware
- Have Candid Conversations with Others
- Delegate with Grace

And Weaknesses . . .



# Make it Happen

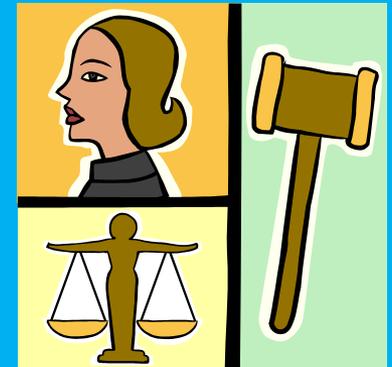
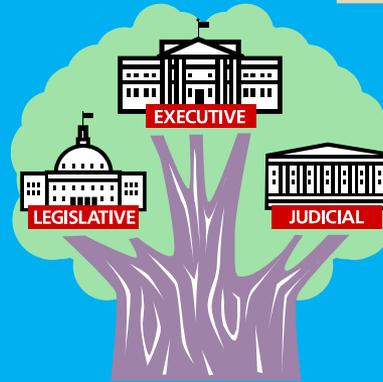
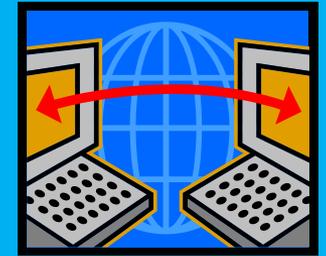
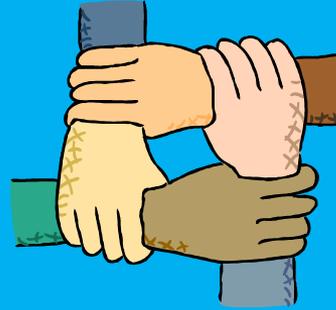
- Have a Plan
- Make the Business Case
- Find Your Negotiating Style

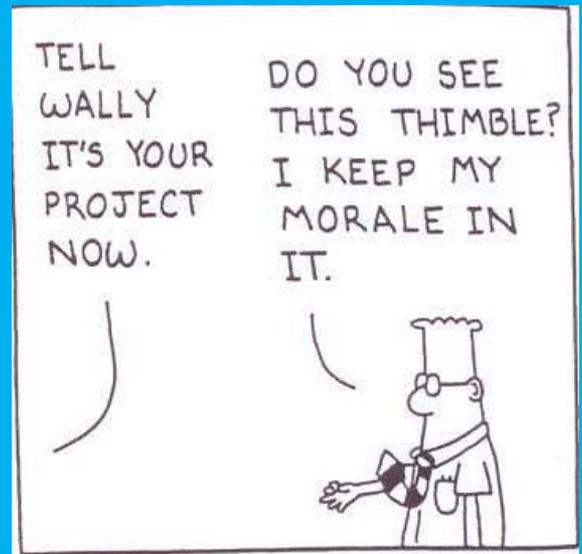
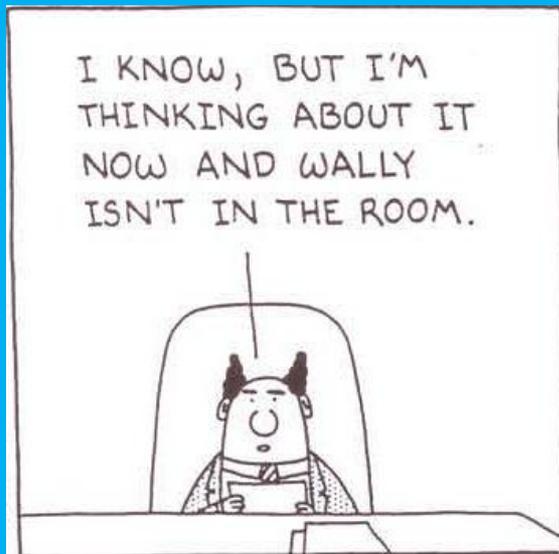
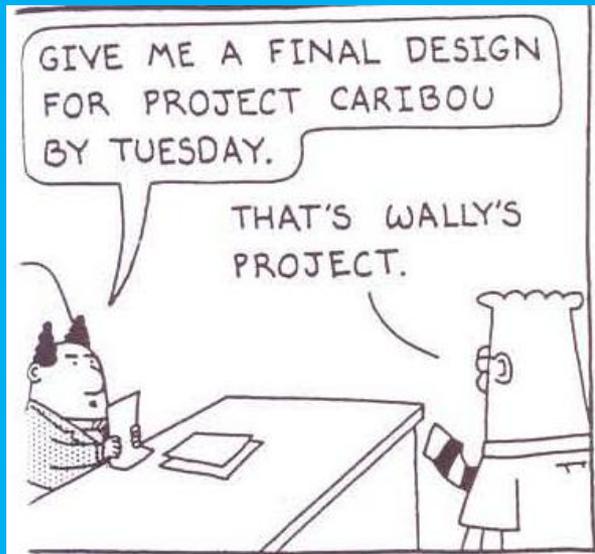


THIS JOB GOT A LOT  
LESS STRESSFUL ONCE  
I REALIZED I HATE  
OUR CUSTOMERS.



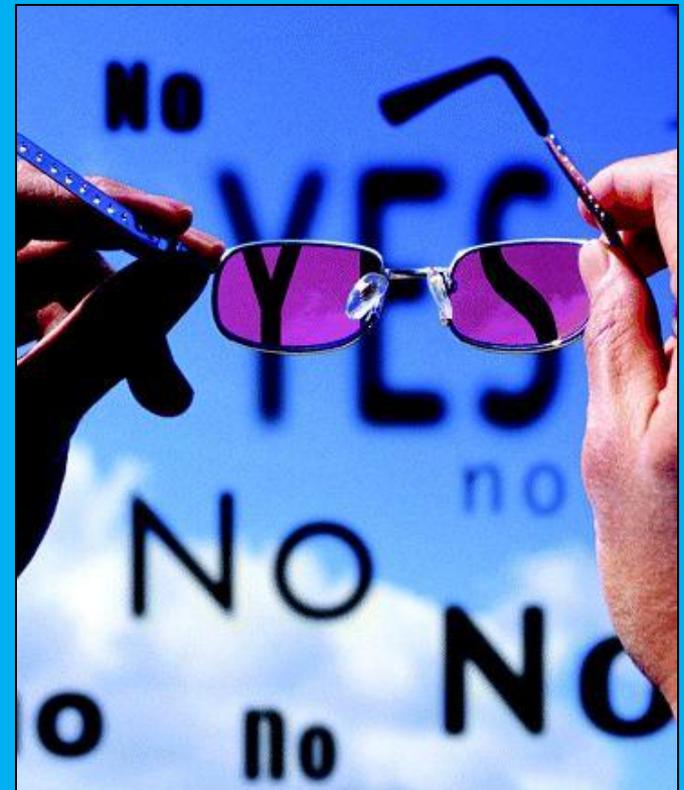
# Find a Passion – Become the Expert





# Learn When to Say “No”

- Pick Your Battles
- Take One for the Team
- Reframe the “No”



# Working Session

- Personal Development Plan Introduction
- Discussion Groups
- Collect the Best Tips
- Make Your Plan

# Discussion Topics

- Professional Development / Other Firm Positions - Emily
- Diversity, Recruiting / “Fence Changing” - Rachel
- Employer Relations / “Fence Changing” - Betsy
- Strategic Planning and Special Projects / “Fence Changing”  
- Tomea
- Outside Passions (school or firm) - Lynne

# Development Plan - Takeaway

- Share the best tips
- Find a workout buddy
- Identify goals and necessary skills
- Assign a deadline for action items
- Start with something easy

