

2021

PDI

Professional Development Institute

Washington, DC  
December 2-3

## 2021 Professional Development Institute Sponsored by NALP in collaboration with American Law Institute Continuing Legal Education and the Professional Development Consortium

We are excited to launch registration for the 2021 Professional Development Institute, which will be held in-person at the Mandarin Oriental Hotel on December 2-3, 2021. This year's event will be an opportunity to engage with each other and discuss issues of vital importance, learn best practices from each other, and continue the tradition of excellence that has been built by the programming at this conference.

The Professional Development Institute is *the* must-attend conference for learning about current trends in lawyer professional development, exploring key issues facing the legal industry, hearing about proven programs to give your lawyers and law students the competitive edge they need, and networking with law firm and law school PD contacts. If you are responsible for professional development in a law firm, law school, corporation, or government agency, the Professional Development Institute will equip you and your organization to meet the challenges of today's environment.

The acclaimed PD Management Foundations course will be offered as a pre-conference workshop on December 1 from 1:30 pm ET to 5:30 pm ET. This workshop features comprehensive training specifically geared toward those newer to lawyer professional development. If you are new to the PD profession, or transitioning to a new role in your organization, you can't afford to miss the PD Management Foundations workshop!

Plan now to be part of an event that will target and refine your lawyer and law student professional development efforts. If you are responsible for any aspect of lawyer or law student training and professional development — whether for a law firm, corporation, government agency, or law school — attend the 2021 Professional Development Institute to:

- Learn how to help your lawyers and law students thrive in the current environment;
- Explore successful practices with experts and leaders in the field; and
- Build invaluable connections with colleagues.

This conference will follow health guidelines as mandated by the District of Columbia and the Mandarin Oriental Hotel. NALP will continue to monitor these issues and will make changes as needed.

### **Sponsored by NALP in collaboration with ALI CLE and the PDC**

American Law Institute Continuing Legal Education (ALI CLE) is the premier national provider of continuing legal education in the United States, offering a comprehensive national curriculum of live courses, distance learning, and electronic and print publications. ALI CLE also assists law offices from coast to coast in providing professional development to their lawyers, including firm-based PD solutions, national conferences, online CLE content and materials, and other resources for advancing lawyer professional development.

NALP is an association of over 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond. NALP believes in fairness, facts, and the power of a diverse community. We work every day to be the best career services, recruitment, and professional development organization in the world because we want the lawyers and law students we serve to have an ethical recruiting system, employment data they can trust, and expert advisers to guide and support them in every stage of their careers.

The Professional Development Consortium (PDC) is a group of individuals working at law firms, law schools, government agencies, and corporations who are responsible for developing and administering training and professional development for lawyers and law students.

### **CLE Credit**

Almost all of the PDI sessions will be accredited in mandatory continuing legal education (MCLE) jurisdictions for varying numbers of credit hours. The Professional Development Institute is expected to qualify for CLE credit in jurisdictions that accredit live courses on law practice management.

### **Registration Information**

Registration for PDI is **\$750** for NALP, ALI CLE, and PDC members

Non-member rate is **\$875**

Public Interest/Government rate is **\$525**

Registration for the Pre-Conference Workshop: PD Management Foundations Workshop on December 1 is \$150 per person for attendees of PDI or \$250 per person for attendees of the pre-conference workshop only.

For more information and to register, go to [www.nalp.org/events](http://www.nalp.org/events).

### **Hotel Reservation Procedure**

Mandarin Oriental Hotel

1330 Maryland Avenue, SW, Washington, DC 20024

202-554-8588 | [www.mandarinoriental.com/washington](http://www.mandarinoriental.com/washington)

Attendees will make hotel reservations during the registration process. Confirmations will be sent directly from the Mandarin Oriental Hotel. Rooms will not be reserved without a credit card.

- Register early. The room block tends to fill up quickly and once the block is full (or after the cutoff date of November 5, whichever comes first), rooms are subject to availability.
- The room rate at the Mandarin Oriental Hotel is \$295 (plus 14.5% tax) per night based on single or double occupancy.

### **Cancellation Policy**

Full refund for cancellation received by November 1, 2021 with a \$100 cancellation fee.

No refunds after November 1, 2021.

### **Meeting Policies**

Open Meetings: NALP is committed to the free exchange of information and open meetings at its conferences, and we recognize that there may be differences of opinion during sessions. We rely on our members to respect each other and our invited guests and speakers, and to honor the conventions of civil discourse. Disrespect for any speaker will not be tolerated. NALP opens registration to non-members, including program speakers, vendors, and members of the press.

**Antitrust Awareness:** As members of a professional trade association, NALP members should always bring a heightened awareness of antitrust and anticompetitive risks and behaviors to professional gatherings. NALP's law school members compete with one another and NALP's employer members compete with one another. Accordingly, NALP's members should avoid entering any sort of agreement or understanding with competitors related to any aspect of competition. However, it is appropriate for NALP members to discuss information that is not competitively sensitive, such as industry trends, best practices, or general opportunities and challenges that arise in the legal careers profession.

**No Solicitations:** This conference is specially designed to be an open forum for NALP conference attendees. Solicitation is strictly prohibited unless you are an official conference sponsor or vendor. If you are interested in becoming a conference sponsor or vendor, please contact Jay Richards, Senior Director of Operations, Member Services, and Meetings, at [jrichards@nalp.org](mailto:jrichards@nalp.org) or 202-835-1001.

**Consent to Use of Photographic, Video, and/or Audio Materials:** Registration and attendance at, or participation in, NALP meetings and other activities constitutes an agreement by the registrant to allow NALP to use and distribute (both now and in the future) the registrant or attendee's image or voice in photographs, video recordings, electronic and print reproductions, and audio recordings of such events and activities.



## SCHEDULE

### Wednesday, December 1

Pre-Conference Workshop 1:30 – 5:30 PM ET

#### Management Foundations for PD Professionals

This hands-on workshop gives newer PD professionals the fundamental skills and knowledge they need to get off to a great start and grow into their PD roles. Participants in this pre-conference workshop get valuable insights into the responsibilities of PD professionals, as well as helpful forms, templates, and resource lists. Topics covered include associate orientation and integration, training, MCLE compliance, core competencies, benchmarks, evaluations, and mentoring programs. Participants also have the opportunity to discuss current projects, successes, and challenges.

*Andrew Hales, Vice President of Professional Development and Training, Venable LLP*  
*Molly Peckman, CEO/Founder, Molly Peckman Training & Development*

Whether you are newer to the PD field, assuming new PD responsibilities, or have a staff member in your office who could benefit from training, this optional workshop offers a wonderful opportunity to learn and build a network within the field.

***Separate registration fee required.***

### Thursday, December 2

#### Registration

8:00 – 9:30am

Prepaid breakfast service available. Coffee service will be provided to all participants.

9:30 am – 10:45 am

#### Opening plenary

Concurrent Sessions 11:00 AM - 12:15 PM ET

#### **All Together Now: Maximizing PD in Today's Hybrid Firm**

How do you create and deliver PD programs that include, value, and educate participants equally when some are in-person and others are joining virtually? When remote office or virtual lawyers don't feel appreciated, studies show they'll likely seek out a firm that will. This session will be a dynamic "do as I do" experience that will explore creative and proven ways to engage lawyers regardless of their location. You'll discover how to increase participation, optimize learning, and reduce eye rolls from even the most skeptical attendee. Using interactive brain exercises, you'll gain insights and walk away with practical tips you can use immediately.

*Stephanie Felder, Director, Attorney Training & Professional Development, McGuireWoods LLP*  
*Steve Hughes, President, Hit Your Stride, LLC*

## **Coach Perspectives on Integrating and Retaining Lawyers**

For new and lateral lawyers, transitioning into a new firm or role can be a challenge. Internal and external coaches play a critical role in assisting with these transitions. This session will highlight key challenges faced by new and lateral lawyers, as well as ways internal and external coaches can support them. The panel also will facilitate live, interactive dialogue with participants to share best practices for lateral engagement after orientation and initial onboarding. Panelists will share the collective wisdom with participants afterward.

*Kate Kerr, Founder, Propelled Leadership LLC*

*Andrea Yang, Career Development Advisor – U.S. at Mayer Brown LLP*

## **Expanding and Teaching Cultural Competence**

What does it mean for lawyers and law students to be, or to become, culturally competent? Although the call to diversity and inclusion in the legal profession has always been present, recently, a greater number of people have recognized and embraced it. Despite this new recognition, unfortunately, the current narrative around culturally competent lawyers often fails. This session will explore why, and then we will reframe and expand the narrative. We will show how cultural competence helps all lawyers serve the legal profession and all clients even given the homogeneous environment in which most lawyers practice.

*Thiadora Pina, Associate Clinical Professor, Santa Clara University School of Law*

## **Let's Talk About It: How Better Communication is Foundational to Well-Being**

The case for well-being in our law firms and schools has been strongly established over the past few years. Law firms, law schools, and corporate legal departments have signed the ABA well-being pledge in droves and have promised resources and energy to improve the devastatingly high rates of depression, addiction, and anxiety in our profession. This very necessary move in the industry has left many of us questioning the causation of our current crisis. While there are many possibilities; the 24-7 lifestyle, the win-at-all-cost mentality, the Socratic method, there is one thing we know to be true. Relationships cause stress and stress causes anxiety. In this session, we will be exploring the sparks of relational anxiety that might lead to the erosion of well-being in our organizations. We will explore how to spot - correct - and communicate through these moments. We will also be sharing the latest research around communication skills and both physical and mental health outcomes so that you are armed with the most cutting-edge information to bring back to your law firm.

*Jonathan Beitner, Chair, CoLAP Well-Being Committee, American Bar Association*

*Rachael Bosch, Managing Director, Fringe Professional Development, LLC*

## **Self-Evaluations: The Unsung Hero of Talent Management**

While most organizations utilize self-evaluations as part of their review processes, often little guidance or direction is provided to those drafting them or to those who review and assess them. This panel of seasoned PD and HR experts will advise on best practices for lawyers and law firm professionals to use self-evaluations as both a development and personal branding tool. Panelists will outline successful methodologies for organizations to leverage self-evaluations both to develop, identify, and cultivate high-potential talent and to support the needs of those who may be struggling or better engage those who are less well integrated with their practice groups.

*Cathy Duke, Chief Talent Officer, Robinson & Cole LLP*

*Melanie Heller, Director, Coaching and Transition Services, Greiner Consulting Group*

*Donatella Verrico, Chief HR Officer, Lowenstein Sandler LLP*

Lunch 12:15 – 1:30 pm

Concurrent Sessions 1:30 - 2:45 PM ET

### **What Firms Value: Insights from the 2020 Survey of Law Firm Competency Expectations for Associate Development**

Every associate wonders what really matters at their firm. And those of us working in firms and law schools wonder how to best assess development. This session will help answer these questions by sharing results from the Report on 2020 Survey of Law Firm Competency Expectations for Associate Development, including key competencies, competency models, and how firms use them. The panel will identify gaps between competencies firms want associates to demonstrate and law school learning outcomes, examine whether some less-emphasized competencies may be of greater importance than the models suggest, and explore methodologies firms use to assess associate progress on particular competencies.

*Melissa Berry, Director of Professional Development and Diversity, Lane Powell PC*

*Kendra Brodin, Founder & CEO, Well-Being Speaker, Coach & Consultant, EsquireWell*

*Laura Friedman, Director of Professional Development and Career Counseling, Case Western Reserve University School of Law*

*Jerome Organ, Bakken Professor of Law and Co-Director of the Holloran Center for Ethical Leadership in the Professions, University of St. Thomas School of Law*

*Debbie Shapiro, Assistant Director of Career & Professional Development/Adjunct Professor, Mitchell Hamline School of Law*

### **Designing Effective Self-Paced and Interactive Group Training Programs**

Whether delivered in person or remote, the best training programs are engaging, effective, and interactive. In this session, the panel will give you actionable tips on how to design and drive engagement for self-paced learning programs and group programs. We'll look at examples from inside and outside the legal industry, including case studies from law firms and law schools. Topics to be addressed will include: Best practices in blended learning and "flipped classroom" teaching; driving partner and professor buy-in; getting associates and students to participate; using training to build relationships; and techniques to get the most out of your virtual training programs.

*Matt Blumenstyk, Corporate Training & Development Manager, Simpson Thacher & Bartlett LLP*

*Ian Nelson, Co-Founder, Hotshot*

### **Successfully Incorporating DE&I Skills Training and Wellness Educational Programs Into Your Required PD Curriculum**

The NALP Diversity Best Practices Guide 2020 Edition identifies diversity, equity and inclusion educational programming as a necessary component of a law firm's professional development program. These programs and trainings should include identifying and disrupting implicit bias in firms' internal processes and procedures. Furthermore, law firms have also identified that wellness educational and awareness seminars or workshops are another set of programs which need to be included in the professional development curriculum. Participants will be guided to understand how these topics intersect and provided with a "to do" list of steps to accomplish the task of delivering effective

programming in these areas. This list will include topics such as undergoing a workplace climate assessment, identifying the right program and content as well as best instructional methods for your organization and its actual presentation.

*Jose Bahamonde-Gonzalez, Chief Diversity, Equity, Inclusion & Professional Development Officer, Miles & Stockbridge, PC*

*Jacqueline (Jackie) Cranford, Principal Consultant, Cranford Advisory Services, LLC*

*Timothy (Tim) Henderson, Chief Recruiting and Professional Development Officer, Finnegan, Henderson, Garrett and Dunner, LLP*

*Denise A. Robinson, Founding Principal, The Still Center, LLC*

### **The Secrets of a High-Performance Culture**

A team is only as strong as its individual members and the bonds they share. Join us for this session and learn how you can strengthen your team, practice group, or department by building high-quality relationships and entrenching high-performance habits. Build trust, boost engagement, foster accountability and cultivate a unified sense of meaning to achieve outstanding results together. Help your team thrive with rare, yet attainable, high-performance team habits.

*Ann Gomez, Speaker & Founding President, Clear Concept Inc.*

## **Concurrent Sessions 3:00 – 4:15 PM ET**

### **Can You Hear Me Now? Becoming a More Effective Presenter**

Do you want to become a more effective presenter and take your presentation skills to the next level? If so, then this is the session for you. The panel will provide guidance on preparing for your presentation and choosing the best presentation method, share tips for exuding confidence and getting people to listen to you, and give you ideas for keeping things interactive. Then, because we practice what we preach, we will test those tools. Yes, you might be out of your comfort zone. But you will learn tangible tools that you can start to incorporate right after the presentation ends.

*Shannon Burke, Professional Development, Diversity and Pro Bono Manager, Chapman and Cutler LLP*

*Carole Deeter, Professional Development Manager, Thompson Hine LLP*

*Nakia Humphrey, Director of Professional Development, Perkins Coie LLP*

### **Caught in the Middle: Managing Expectations and Well-Being in the New Normal**

Returning to the office today is a chance to hit the reset button. Chronic uncertainty and unprecedented hardship have taken a toll. For many, business as usual is not a desirable or sustainable option. Others can't wait to get back to the way things were before. How do you manage competing expectations? How do you bridge the gap between aspirational well-being and the realities of the job? How can you neutralize stigma and provide safe spaces? Join well-being expert and former big law partner Joanne Schaefer for top strategies, perspectives, and case studies on best practices for returning to the office in the new normal.

*Joanne Schaefer, Stress Resilience Coach, JSchaefer Coaching*

### **Let's Coach All the Lawyers!**

Jessica Natkin and Jessica Hernandez are the authors of the new book published by NALP, *Let's Coach All the Lawyers: An Essential Primer for Professionals Developing Legal Talent*, which offers essential



coaching tools and techniques that the presenters have found to be particularly effective in developing legal talent in law firms and legal departments. In this program, the presenters will give participants a high-level summary of these practices; provide opportunities to practice these strategies; and bring home the learning with going-forward action items for participants to use in their day-to-day work.

*Jessica Hernandez, Principal, JLH Coaching and Consulting; Co-Founder, LawCareerCenter, JLH Coaching and Consulting; LawCareerCenter*

*Jessica Natkin, Principal, Total Talent Design; Co-Founder, LawCareerCenter, Total Talent Design; LawCareerCenter*

### **Collaborate! Elevating Lawyer Training Through a PD and BD Partnership**

Would you like to create and implement an effective business development associate training curriculum? Are you looking for new ways to effectively collaborate with your business development colleagues? Successful business development is a critical component of a lawyer's practice. This interactive session will explore the benefits of collaboration between professional development and business development teams to create and support business development training programs and initiatives. Participants will have an opportunity to engage in discussions with their peers to brainstorm ideas that they can take back with them to start a PD and BD collaboration process at their firm.

*Sommer Bougie, Director of Career Development, Faegre Drinker Biddle & Reath*

*Kari Jensen Thomas, Manager of Business Development Training and Alumni Engagement, Faegre Drinker Biddle & Reath*

## **Networking Reception**

**4:15 – 5:30 PM**

## **Friday, December 3**

### **Registration**

**8:00 – 9:00am**

Prepaid breakfast service available. Coffee service will be provided to all participants.

**9:00 am – 10:15 am**

**Plenary: Collaboration Cafe**

**Concurrent Sessions 10:30 - 11:45 AM ET**

### **Choose Your Own Adventure: Build a Customized Law Firm Well-Being Strategic Plan That Works**

Rather than creating cultures of well-being, law firms often default to one-off programs. During this experiential session, participants will learn the seven key parts of a "law firm well-being strategic plan" that creates transformative cultural change. Join us to build in real time your firm's own step-by-step plan, including: baseline surveys; task forces with "teeth;" partner buy-in; integrating well-being into hours and reviews; tracking processes; overcoming hurdles to well-being; and concrete action steps.

Learn about tangible options for each component of the plan and choose based on your firm's unique needs, challenges, and goals and walk away with a customized, actionable plan to build your firm's culture of well-being in the next year and beyond.

*Kendra Brodin, Founder & CEO, Well-Being Speaker, Coach & Consultant, EsquireWell*

*Jarrett Green, Well-Being, Stress Resiliency & Peak Performance Consultant & Lecturer-in-Law, Jarrett-Green.com & USC Gould School of Law*

### **Connecting the Dots: Using Feedback Systems for Purposeful Training**

Do you feel lost and unfocused when developing your training calendar? Do you have loads of great ideas but aren't sure where to start? Each year we spend countless hours building curricula, only to reach performance review season and find out that different skills were needed. What if you could utilize the information you're already gathering through existing feedback processes to develop more intentional training? You can! This session will help you can do just that. No matter what feedback systems you use we will show you how to extract and utilize the information needed to shape stronger training programs.

*Rachael Bosch, Founder and Managing Director, Fringe Professional Development*

*Sylvia Skucha, Senior Human Resources Manager and Business Partner, Fenwick & West LLP*

### **Fostering Diversity, Equity, Inclusion, and Belonging in Hybrid Environments**

COVID-19 has made remote and hybrid work the new normal, a shift that poses diversity, equity, inclusion, and belonging (DEIB) challenges. There are fewer opportunities for people of different backgrounds to converse at the water cooler. Socio-economic status, family structure, and cultural differences are apparent as the line between home life and work-life blurs. Moreover, the emotional toll of COVID-19-related sickness, death, and loss of spousal income is hard to hide. This reality should not thwart DEIB goals. In fact, it can provide opportunities to strengthen DEIB. Attend this session and develop strategies for ensuring equity in your own remote or hybrid work environment.

*Kourtney James, Director, Employer Relations and Development, University of Houston Law Center*

*Ama Karikari-Yawson, Founder and CEO, Milestones Publishing and Training and Development*

*Malaika Lindo, Senior Director of Diversity & Inclusion, Morgan, Lewis & Bockius LLP*

### **K-JD: What Professional Development Skills Are Missing in Generation Z?**

Having trouble understanding the Generation Z workforce, especially those who head straight from college to law school to practice? This session will show you how student development theory and adult learning models can help you bridge the professional skills development gap between law school and law firm for summer associates and new lawyers who are K-JD. Discover how your organization can motivate these new professionals to understand a law firm's culture and develop core professional competencies leading to the successful practice of law.

*Freda Coleman-Jackson, Assistant of Career Strategy, Washington & Lee University School of Law*

*Sophie Curdts Mohrmann, Sr. Manager of Professional Development, Williams Mullen*

### **Practice Makes Perfect: Building Sound Habits for the New World of Work**

A McKinsey Global Institute report predicted that "remote work and virtual meetings are likely to continue, albeit less intensely than at the pandemic's peak." • This means another shift for law firm professionals to hybrid work settings. Because our habits are rooted in repeated actions, the change represents a unique and powerful opportunity to reestablish or develop sound habits for work and life. This highly interactive and science-based session, you learn how an array of reflexive behaviors take hold. Armed with that knowledge, you will be ready to help lawyers boost their performance and

productivity in the new environment. A separate segment will explore ways that you and your talent management colleagues can use proven strategies to take positive consistent action to stand out in the hybrid environment, and boost your fulfillment both at home and in the office.

*Christine Clapp, President, Spoken with Authority*

*Grover Cleveland, Principal, Lessons for Sharks LLC*

*Andy Colón, Chief Talent Officer, Thompson Hine LLP*

*Christelle Dorcil, Global Manager of Associate Engagement, Skadden, Arps, Slate, Meagher & Flom LLP*

## Lunch 11:45 am – 12:45 pm

### Law School Member Roundtable 11:45 AM–12:45 PM

Join other law school members at a special luncheon to discuss new ideas and hot topics in law student PD. The session will be moderated by one of the Chairs of the NALP Law Student Professional Development Section.

### PD Section Meeting and Discussion 11:45 AM–12:45 PM

Join the Chairs of the Lawyer PD Section for a discussion of hot topics in lawyer PD.

## Concurrent Sessions 12:45 – 2:00 PM ET

### Ensuring Equal Development Opportunities in a Hybrid Workplace

In this lively, one-hour panel discussion being developed by the National Institute for Trial Advocacy exclusively for PDI, moderator Timothy M. Henderson leads a roundtable of professional development experts as they discuss how to balance training and development for lawyers in a hybrid workplace. This session will concentrate on how to maintain a fair and equitable workplace for professional development and training for the individual who is working virtually vs in the office. The discussion will include how to integrate the remote worker into firm culture, how to perform evaluations and overcoming the bias of not being in the office. In addition, the panel will address the mindset of the remote individual and how it affects your recruitment success and training efforts. If you've wrestled with how best to keep your organization's commitment to recruit, train, develop, and maintain your lawyers' careers, you won't want to miss this illuminating session. This session is being presented in collaboration with the National Institute for Trial Advocacy.

*Amy Sladczyk Hancock, J.D., Director of Legal Talent and HR, McDowell Hetherington LLP*

*Timothy Henderson, Chief Recruitment & Professional Development Officer, Finnegan, Henderson, Farabow, Garrett & Dunner, LLP*

*Betsy Hulst, Firmwide CLE & Lawyer Training Manager, Jones Day*

*Gina A. Piemonte, Chief of the Professional Development Division, Law Office of the Cook County Public Defender*

### Hidden Gems: Enliven Your Well-Being Initiative with Outside-the-Box Programming

When you think of well-being programming, a few traditional topics probably come to mind: fitness, mindfulness, substance abuse, and so on. These are the classics for good reason, but they needn't limit you. This session will help you energize your well-being programming with outside-the-box topics your people will love. We'll share examples of unconventional programs that became hits, as well as methods

for discovering unexpected topics of interest among your people. We'll also explore how you can give more familiar topics an unconventional spin to make them fresh and engaging.

*Rachel Jennings, Professional Development & Pro Bono Manager, Neal, Gerber & Eisenberg LLP*

*Jon Krop, Founder, Mindfulness for Lawyers*

*Marlon Lutfiyya, Director of Talent & Diversity, Neal, Gerber & Eisenberg LLP*

### **There's Only "I" In Team: Igniting Results Through Individual Genius**

Are you able to be your “best self” everyday, or does the unexpected get in your way? Would you like to learn more about resisting the “pesky six” common obstacles that we all face with other people, that have the tendency to throw us off course? Join author Dr. Annemarie Spadafore in this fun, interactive session, where you can rediscover your individual ‘genius,’ and learn more about how it is truly the key to keeping you on course for exemplary results and enjoyable teamwork. Find out how you can be the “I” on your team!

*Annemarie Spadafore, Managing Principal & Executive Coach, PowerLab*

### **Why Am I Avoiding This? Strategies for Tackling the Hard Stuff**

Why is it that we can take on certain projects and tasks with ease, while others we struggle mightily to complete? This interactive session will dig into how limiting thoughts, old beliefs, perceptions, and avoidant behaviors are at the heart of why we struggle with completing certain things during our workday. We'll offer some simple strategies for how to navigate challenging situations and take on more of the hard stuff with confidence.

*Drew Amoroso, CEO, DueCourse*

*Joe Maguire, Professional Development and Continuing Legal Education Manager, Reed Smith LLP*

## **Concurrent Sessions 2:15 – 3:30 PM ET**

### **Coaching Through Change: Helping Lawyers and Organizations Build the Future**

COVID has shifted how we work, both as individuals and as organizations. Coaching provides a framework for grappling with this change and finding a path forward. This session will provide foundational information about how coaching works and why it is such an effective approach for handling the many challenges that the pandemic has both caused and simply revealed. The panel will walk through three methods for incorporating coaching into your organization, depending on your needs. Join us and gain practical guidance on a full spectrum of coaching opportunities, from individual interactions on one end to implementing full-blown coaching programs on the other.

*Laurie Lyte, Assistant Attorney General; Director, Professional Development and Planning, Maryland Office of the Attorney General*

*Reva Pollack, Director of Attorney Development, Ice Miller LLP*

### **Supporting and Educating Colleagues on Gender Non-Binary Inclusion**

Supporting our gender non-binary students, associates, and colleagues is crucial on an individual level. However, we also must create a culture of support throughout our work environments. This can be more challenging, especially if part of that effort includes educating or correcting people who are higher in the office hierarchy. Gender-specific policies and practices - in combination with a lack of understanding regarding gender fluidity - are significant contributing factors to the challenging experiences faced by non-binary employees. This practical session will lay out three concrete

approaches to navigate office dynamics while you strive to create a welcoming and supportive environment for gender non-binary individuals.

*Jose Bahamonde-Gonzalez, Chief Diversity, Equity, Inclusion & Professional Development Officer, Miles & Stockbridge, PC*

*Douglas Ebeling, Professional Development Manager, Schulte Roth & Zabel LLP*

*Molly Stafford, Asst. Dean of Career Development & External Relations, University of Pacific, McGeorge School of Law*

### **The Politics of Being Political: Positioning Yourself for Success**

Strategic and advantageous connections at work that can influence your career are essential to advancement and professional satisfaction. However, it may not always be easy to identify who the people with institutional knowledge are and who will also be a willing sponsor or mentor. This panel of seasoned professionals will explore a variety of practical ways you can identify internal influencers and establish yourself as a valuable contributor to your organization's goals while gaining access to circles of strength and influence in the workplace.

*Jennifer Greiner, President & Founder, Greiner Consulting Group*

*Horiana Isac, Manager of Attorney Talent Development, Milbank LLP*

*Charlotte Wager, Chief Talent Officer, Jenner & Block*