

2021 Professional Development Institute Speaker Bios as of 7/1/2021 (this document will not be updated)

Drew Amoroso

CEO

DueCourse

Drew Amoroso is the founder of DueCourse, a platform that helps law firms and professional development teams outsource and manage vertically-specialized coaching for their lawyers. He started his career as a lawyer and also trains professionals across the country on how to strengthen their professional mindset and design their workday. He's the host of The Workday Mindset Podcast and an adjunct professor at several Bay Area law schools where he teaches a Practice Ready Seminar, a course that helps students design their career with intention.

José Bahamonde-Gonzalez

Chief Diversity, Equity, Inclusion & Professional Development Officer

Miles & Stockbridge, PC

José Bahamonde-Gonzalez is the chief diversity, equity, inclusion & professional development officer for Miles & Stockbridge. José is a member of the firm's executive leadership team and is responsible for all firm wide diversity, equity and inclusion initiatives, programming and client related matters. He also leads the firm's professional development function, which includes the lawyers' performance evaluation program, lawyers' work assignment process, the Miles University professional development curriculum and the Miles mentoring program. José served as the associate dean for professional education at the University of Maryland Francis King Carey School of Law and in other related associate dean positions during his 24-year career with the law school. He continues to present the Professional Development Lecture Series to students in the Master of Science in Law (MSL) and the Master of Laws (LLM) programs. He also serves as faculty advisor to the Latinx Law Student Association (LLSA) and the OUTLaw (LGBTQ+) Law Student Organization. An active member of the National Association for Law Placement (NALP) since 1992, he has served as vice president, among other roles, and is currently a member of the NALP Diversity, Equity and Inclusion Section, the LGBTQ Work Group and the Task Force on Supporting Gender Non-Binary Individuals in the Legal Profession. José is also a member of the Maryland Hispanic Bar Association (MHBA) and serves on its Judicial Endorsements Committee. He received the MHBA 2018 Outstanding Achievement Award for his work counseling and mentoring Latinx law students and lawyers. In September of 2019, José received the Latinx Law Student Association Syracuse Legacy Award from the Syracuse University College of Law, his alma mater. José received his BS in finance and management from the University of Massachusetts and his JD from the Syracuse University College of Law. He earned his Certificate in Diversity and Inclusion from the Cornell University School of Labor and Industrial Relations.

Gwen Bazella

Senior HR Director, Strategy and Operations

Fenwick & West LLP

Gwen Bazella is the Senior HR Director of Strategy and Operations at Fenwick & West. Gwen leads a team of HR Business Professionals and is a member of the firm's Senior Management Team. Gwen received her BA from UC Santa Barbara and also has a Paralegal Certificate from the University of San Diego. Gwen is SHRM-SCP certified.

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Jonathan Beitner

Chair, CoLAP Well-Being Committee

American Bar Association

Jonathan Beitner is an attorney, certified coach, and frequent speaker on topics related to attorney development and well-being. Jonathan coaches individual attorneys to help them identify and achieve their professional and personal goals and works with law firms, law schools, and bar associations to help their lawyers and staff be more productive, happier, and healthier. As a co-creator of the ABA's Well-Being Pledge, the former President of the Illinois Lawyers' Assistance Program's Associate Board, and Chair of the Chicago Bar Association's Well-Being & Mindfulness Committee, Jonathan has taken a leadership role in attorney well-being initiatives at the city, state, and national levels. He is currently Chair of the ABA Commission on Lawyer Assistance Program's Well-Being Committee and sits on the Advisory Board of the Mindfulness in Law Society. Jonathan previously practiced as a commercial litigator at Jenner & Block LLP and clerked for federal judges on the Sixth Circuit and Eastern District of Michigan after graduating from the University of Michigan Law School.

Melissa Berry

Director of Professional Development and Diversity

Lane Powell PC

Melissa Berry is the Director of Professional Development and Diversity at Lane Powell PC in Seattle, where she provides leadership and strategic direction for the firm's lawyer professional development and diversity, equity and inclusion efforts. After beginning her career as a litigator, Melissa turned her focus to legal education and supporting law student development as a faculty member and administrator, most recently as Assistant Dean for Student and Career Services and Affiliate Instructor at the University of Washington School of Law. Melissa also was the Assistant Dean of Career Services and an Associate Professor at Chapman University Dale E. Fowler School of Law and a Visiting Associate Professor at the University of Missouri School of Law. Melissa currently serves on NALP's Neurodiversity in the Legal Profession Task Force, as Co-Vice Chair of NALP's Lawyer Professional Development Section's Professional Formation Work Group, and on the Holloran Center's Competency Milestones Work Group on Leadership. Melissa is Past President of Seattle Area Legal Recruiting Association (SALRA), and she recently served on the boards of the Association of American Law Schools Student Services Section and the Mother Attorneys Mentoring Association-Seattle. Melissa holds a JD, cum laude, from Northwestern University Pritzker School of Law and BA, cum laude, from Tulane University.

Rupa Bhandari

Director of Legal Operations & Adjunct Professor

Silicon Legal Strategy

Rupa Bhandari has dedicated her career to law student and lawyer professional development. When she graduated law school, she spent three years practicing employment law at a large firm and then a startup law firm. Her favorite part was mentoring the summer associates and working on initiatives with the Diversity Committee at her firm. She then spent the next 13 years at two different law schools (UC Hastings College of the Law and Santa Clara University School of Law) in leadership roles for the Career Office and/or Student Services focusing on the student experience, their professional identity formation, and streamlining systems and processes to better support the students. While at Santa Clara Law, she co-wrote a workbook for law students to support their professional identity formation. In 2021, she

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transitioned into a legal operations role for Silicon Legal Strategy, the premier boutique law firm providing advice to technology startups, innovative entrepreneurs and seasoned investors. In addition to streamlining business processes, she also focuses on lawyer professional development training initiatives for the firm.

Matt Blumenstyk

*Corporate Training & Development Manager
Simpson Thacher & Bartlett LLP*

Matt Blumenstyk is a Corporate Training and Development Manager at Simpson Thacher & Bartlett LLP. For the past few years Matt has worked with Hotshot and other organizations to implement self-paced and interactive group training programs in a law firm setting.

Rachael Bosch

*Founder and Managing Director
Fringe Professional Development*

Rachael Bosch spent more than a decade in talent management at some of America's top law firms, and then founded Fringe Professional Development in 2017 with a singular goal: to help people communicate with each other more effectively at work. Today, Fringe is a full-service training, assessments, and coaching company that's dedicated to applying the science of how our brains work to its customized and progressive programming – all to help ambitious, high-achieving professionals excel in their careers. Rachael holds a certification in brain-based coaching from the NeuroLeadership Institute, as well as certificates in mediating disputes from the Harvard Law School of Executive Studies and women in leadership from Cornell University. Rachael is an active member of the Forbes Coaches Council and has had the opportunity to lead workshops about virtual communications, management and leadership, self-awareness and relationships building, providing feedback, communicating across difference, conflict management, and civility.

Sommer Bougie

*Senior Manager of Professional Development
Faegre Drinker Biddle & Reath*

Sommer Bougie is the Senior Manager of Professional Development at Faegre Drinker Biddle & Reath. She manages the firm-wide evaluation and compensation processes for associates, counsel and consultants. Leads the firm's practice development program for senior associates to support their progress toward partnership, and supports firm initiatives and programming that includes, the Associate Career Model, Advisor Program and partner and counsel promotion process. Prior to her current role, Sommer was the Manager of Professional Development in which she managed and designed the new associate orientation program, developed practice group specific trainings, and collaborated with senior leadership to develop firm-wide associate career level retreats. She was also responsible for managing the firm-wide lawyer evaluation process. Sommer is a member of NALP and has presented at the annual NALP conference. She received her M.B.A from Concordia University, and received her B.B.A. in Marketing from Loyola University – Chicago.

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Kendra Brodin

Chief Attorney Development Officer

Taft Stettinius & Hollister

Kendra Brodin is the Chief Attorney Development Officer at Taft, Stettinius & Hollister. In this role, Kendra manages firm-wide lawyer training and development as well as well-being initiatives. Kendra previously served as Director of Career and Professional Development at the University of St. Thomas School of Law, Manager of Business Development at an intellectual property law firm, Executive Director of a leading attorney search and staffing firm, and executive coach and consultant for lawyers and other professionals. Kendra is a frequent presenter on topics related to law student and lawyer career, professional, and personal development. Kendra is a Past-President of Minnesota Women Lawyers and leads the Institute for Leadership in the Legal Profession signature program for the Hennepin County Bar Association. Kendra is on the Board of Lawyers Concerned for Lawyers and is a member of the ABA Well-Being Committee and several other committees devoted to lawyer and law student well-being and professional development. Kendra is a certified coach and holds a certificate in Advanced Leadership Studies from the University of St. Catherine, a Masters degree in Social Work from the University of Pennsylvania, and a law degree from the University of Minnesota School of Law.

Shannon Burke

Professional Development, Diversity and Pro Bono Manager

Chapman and Cutler LLP

Shannon Burke is the Professional Development, Diversity and Pro Bono Manager at Chapman and Cutler LLP. Prior to joining Chapman, she was a Visiting Assistant Professor of Law at Chicago-Kent College of Law, an Associate Director in the Center for Professional Development at the American Bar Association, and an appellate attorney.

Christine Clapp

President

Spoken with Authority

Christine Clapp is the founder and president of Spoken with Authority, a Washington, D.C.-based presentation skills consultancy that elevates the presence and expands the influence of legal professionals. Christine and her team of seven presentation skills experts have provided online and in-person training programs and coaching engagements to dozens of law firms and thousands of legal professionals. Christine is the co-author of *Presenting Virtually: A Guide to Public Speaking in Online Contexts* as well as *Presenting at Work: A Guide to Public Speaking in Professional Contexts*. She holds two degrees in communication: a bachelor's degree from Willamette University, and a master's degree from the University of Maryland, College Park. She also taught public speaking to undergraduate and graduate students at The George Washington University for thirteen years.

Grover Cleveland

Principal

Lessons for Sharks LLC

Grover Cleveland is a sought-after speaker on law career success and the author of *Swimming Lessons for Baby Sharks: The Essential Guide to Thriving as a New Lawyer*. He is a former partner at Foster Pepper in Seattle, WA. While in private practice, he represented the late Microsoft co-founder, Paul

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Allen, and many of his companies, including the Seattle Seahawks. He is also the author of Taming Time, the time management chapter in An Associate's First Year: A Guide to Thriving at a Law Firm, edited by Jennifer L. Bluestein and published by PLI. And he is the author of the chapter on delegating in Stepping It Up, a PLI book for mid-level associates. Grover provides interactive practical skills workshops for the world's leading law firms. The programs help associates start strong, tame time, and build business. He also accepts select individual coaching engagements with attorneys at all levels, including partners. Grover is the NALP liaison to the National LGBT Bar Association and is passionate about helping women and minorities advance in the profession. He is a fellow in the College of Law Practice Management and has been quoted in leading legal publications, including The American Lawyer, The ABA Journal, Law 360, and the Wall Street Journal. He is not related to the 22nd and 24th President of the United States.

Freda Coleman-Jackson

Assistant of Career Strategy

Washington & Lee University School of Law

Freda Coleman-Jackson is the Assistant Director of Career Strategy at Washington and Lee University School of Law and currently serves as Co-Chair of the NALP Law Student Professional Development Section. Freda has worked in higher education and law school student services for many years and is currently pursuing a doctorate in higher education and student affairs.

Jacqueline (Jackie) Cranford

Principal Consultant

Cranford Advisory Services, LLC

Jacqueline Wilson Cranford is the Founding Principal of Cranford Advisory Services LLC. With over 30 years of legal industry experience, Jackie is a trusted adviser, strategic planner, and dynamic trainer. She specializes in talent management strategies with a focus on diversity, equity, and inclusion. Her services include advising leaders, conducting cultural assessments, delivering training, and guiding her clients through strategic planning processes. Prior to establishing Cranford Advisory Services LLC, Jackie led talent management initiatives for more than 14 years in three American Lawyer 100 law firms. She developed and implemented talent management strategies relating to diversity, inclusion, recruiting, professional development, performance management, leadership development, business development, and global integration, among other things. Jackie has been actively engaged, frequently as a speaker, with such organizations as the Minority Corporate Counsel Association, Corporate Counsel Women of Color, the Leadership Counsel on Legal Diversity, NALP (The Association for Legal Career Professionals), the Professional Development Consortium ("PDC"), and various law schools and universities. She has held leadership positions with NALP and the Association of Law Firm Diversity Professionals (of which she was a founding member) and currently serves as a PDC Trusted Advisor. Jackie graduated from Oral Roberts University, cum laude, and earned her law degree from the University of Virginia School of Law. Following law school, she joined K&L Gates LLP as a litigator and remained there for five years before joining the U.S. Department of Justice as a trial attorney.

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Sophie Curdts Mohrmann

*Sr. Manager of Professional Development
Williams Mullen*

Sophie Mohrmann is the Senior Manager of Professional Development in Williams Mullen's Talent Management Department. She has nearly a decade of experience helping attorneys and practice groups enhance their legal practices and capabilities. Sophie manages the firm's professional development program, which provides attorneys with the tools they need to succeed.

Carole Deeter

*Professional Development Manager
Thompson Hine LLP*

Carole Deeter is the Professional Development Manager at Thompson Hine LLP and sits in their Chicago office. She is the 2021 president of CALPA, the Chicago city group for law firm professionals. Carole received her Master of Arts Degree in Training and Development from Roosevelt University in May 2020 and approaches attorney training with a focus on adult learning principles.

Cathy Duke

*Chief Talent Officer
Robinson & Cole LLP*

Catherine ("Cathy") Duke serves as Chief Talent Officer for Robinson+Cole. In this capacity, she is responsible for the overall professional development, performance management, integration and inclusion of the lawyers and staff at the firm. Cathy provides counsel and leadership to the firm in the areas of Talent Management, Professional Development, Human Resources, Recruiting and Diversity, Equity & Inclusion. Cathy serves as an advisor to the firm's Managing Committee to help establish and achieve Robinson+Cole's strategic and operational goals as they relate to the firm's core asset - its people. She analyzes trends and best practices in the legal and corporate markets, identifying opportunities for process and policy enhancements to strengthen the team and positively impact the firm's culture, collaboration, client service and performance. Cathy also serves as an important resource to the firm's lawyers and staff to address their career development and growth. Prior to joining Robinson+Cole, Cathy was the Legal Director of a premier legal department in an AmLaw 100 firm. In that role, she worked with department leadership to develop and manage the team and implement strategic initiatives to best achieve the department's financial and reputational goals. Prior to that experience, Cathy practiced white collar criminal defense and business and commercial litigation at two different New York-based law firms. Cathy earned her B.A. from The State University of New York at Stony Brook and her J.D. from Yale Law School.

Douglas Ebeling

*Professional Development Manager
Schulte Roth & Zabel LLP*

Doug Ebeling is Professional Development Manager at Schulte, Roth & Zabel LLP. He works with the professional development group to provide an enriching experience for the associates, with a particular focus on the performance review processes, litigation training and the mentoring program. Mr. Ebeling has also held professional development positions at Cadwalader, Wickersham & Taft LLP, and Sullivan and Cromwell LLP. Mr. Ebeling began his career in education as Dean of the Sophomore Class at

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Bowdoin College in Maine. He received his M.B.A. from Bowling Green State University, and his J.D. from Vermont Law School. He served as Chief Law Clerk for the Vermont Trial Courts and was an associate for seven years at Skadden, Arps, Slate, Meagher & Flom LLP in the Complex Mass Torts and Insurance Litigation Group.

Laura Friedman

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

Laura Friedman is the Director of Professional Development and Career Counseling at Case Western Reserve University School of Law. In this role, Laura curates educational and interactive professional development programs for law students and also provides individual career counseling to law students and alumni. Laura previously served as Assistant General Counsel and Assistant Corporate Secretary at Signet Jewelers, Ltd. and was an Associate Attorney at Baker & Hostetler LLP. Laura is Vice-Chair of the Professional Identity Formation working group of the NALP Law School Professional Development section. Laura holds a law degree from Case Western Reserve University School of Law.

Ann Gomez

*Speaker & Founding President
Clear Concept Inc.*

Ann Gomez is a speaker, author and the Founding President of Clear Concept Inc., a global training organization. She is passionate about empowering the world's busiest people to perform at their best. Ann leads engaging and inspiring keynote addresses and interactive workshops. She is the best-selling author of *The Email Warrior* and an active blogger and media spokesperson. For almost 20 years, Ann and her team at Clear Concept have been teaching practical productivity tools, collaboration skills, and mindset practices. Their workshops/webinars, coaching and online training are designed to have an immediate impact on individuals and teams, at all career stages, and in any industry. Prior to founding Clear Concept, Ann was a Management Consultant with A.T. Kearney. As a Management Consultant, Ann has worked with multiple Fortune 500 companies across industries in both Canada and the U.S. Ann also spent more than four years in the pharmaceutical industry and has an MBA from Queen's University where she was the President of the MBA class. She has an Honors Bachelor's Degree in Science from McMaster University. Ann has been featured in *The Globe & Mail* and has appeared on CBC Radio and other major news outlets and online platforms, including Arianna Huffington's Thrive Global.

Jarrett Green

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

Jarrett Green was a commercial litigator for 12 years, including five at Skadden Arps, before leaving the practice of law several years ago so he could live his passion of helping lawyers, legal professionals, law students, and other high-stress individuals experience less stress, greater happiness and emotional well-being, improved cognition and productivity, and enhanced overall success. He has a Masters in Psychology with emphases on neuroscience, positive psychology, and cognitive-behavioral psychology. And Certifications in Executive Coaching, Mindfulness, and Stress Management. Jarrett, along with his wife Rebecca Simon Green, consults to and leads workshops nationally and internationally at nearly half of the AmLaw 100, including Skadden Arps, Sullivan & Cromwell, Gibson Dunn, Proskauer Rose, and Ropes & Gray, as well as many of the top corporations in the world, such as NBC-Universal, US Bank,

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Tesla Motors, and Allstate Insurance Company. He also teaches at USC Law School, where he is the co-creator of the nationally-recognized "Mindfulness, Stress Management, and Peak Performance Program.

Jennifer Greiner

President & Founder

Greiner Consulting Group

With over 25 years' experience advising law firms and their attorneys, Jennifer is a market leader in legal career management, having built one of the premier consultancies in her field. She has established a preeminent reputation for an innovative and individualized approach to coaching, career counseling and transition planning. She works extensively with partners at all levels of seniority including those stepping into leadership roles within their firms and those transitioning out of senior management positions. As a testimony to her success, many of Jennifer's long-standing clients continue to rely on her for advice concerning a wide range of associate and partner development matters. Jennifer presents frequently on professional development topics and has made important contributions to the legal community at large, leading workshops and seminars for bar and professional associations and area law schools. In addition, Jennifer volunteers with the Public Service Network of the New York City Bar Association and Volunteers for Careers. A member of the Association of Career Professionals International, the International Coach Federation, and the Association for Psychological Type, Jennifer received both her B.A. and M.A. from The University of Dublin, Trinity College.

Melanie Heller

Director, Coaching and Transition Services

Greiner Consulting Group

Melanie Heller provides counseling and transition planning to GCG client attorneys and legal professionals at all levels, and across a variety of sectors. She has over 15 years of experience in the legal community, having worked at law firms, corporations, and non-profit organizations in New York and London. She launched her career as a corporate attorney at Clifford Chance before moving to the corporate practice at Weil Gotshal & Manges, from which she transitioned to a senior professional development role at Proskauer. Prior to joining Greiner Consulting Group, Melanie spent almost seven years at Bloomberg Law, holding a variety of senior management roles, culminating in a position as Vice President and Chief of Staff. She is a graduate of Fordham University School of Law and is admitted in New York and Connecticut as well as the UK & Wales. She speaks frequently at conferences and events on topics ranging from the advancement of women in the legal profession to the changing role of technology.

Timothy Henderson

Chief Recruitment & Professional Development Officer

Finnegan, Henderson, Farabow, Garrett & Dunner, LLP

Timothy Henderson has served as the Chief Recruitment & Professional Development Officer at Finnegan since 2011, where he oversees the attorney and student talent management functions for the global IP law firm. Prior to Finnegan, Tim was Holland & Hart's Director of Recruitment & Professional Development (and for a period time, Interim Director of Marketing). In addition to working as an administrator in AmLaw 200 law firms, Tim served as Assistant Dean of the Career Development Center at the University of Denver Sturm College of Law. He earned his law degree from the University of Kansas School of Law and practiced law for several years in Kansas and Missouri.

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Jessica Hernandez

Principal, JLH Coaching and Consulting; Co-Founder, LawCareerCenter

JLH Coaching and Consulting; LawCareerCenter

Jessica Hernandez is a certified executive coach and former attorney who partners with her clients to move beyond obstacles to a more fulfilling place in their lives. Jessica practiced corporate law for 11 years in New York City - at an AmLaw 100 firm, a smaller firm, and as in-house counsel at a hedge fund. She later served as career advisor at Georgetown Law, and then moved to an attorney development position in-house at a major law firm in 2010. Jessica became a Certified Professional Co-Active Coach in 2016 and started her own consultancy, JLH Coaching & Consulting, in 2018. Together with Jessica Natkin, she also launched LawCareerCenter in 2020, through which both providers offer career transition and outplacement services.

Steve Hughes

President

Hit Your Stride, LLC

Steve Hughes is the President of Hit Your Stride, LLC, a consultancy that helps people look and sound smart when they talk. He's the author of "Captive" and he has been featured on NPR, BBC Radio, CBS and in "The Wall Street Journal" and "Businessweek." He is also the proud creator of "International Be Kind To Lawyers Day" which is celebrated annually on the 2nd Tuesday in April. A former ad agency owner, today Steve works with top law firms, leading law schools, and national associations with 85% of his annual revenue coming from repeat clients. He holds a BA in French Literature and European History from the University of Kansas and an MBA in Marketing from Washington University in St. Louis where he won the prestigious Olin Cup. Steve travels out of St. Louis where he lives with his wife and their two well-behaved daughters.

Betsy Hults

Firmwide CLE & Lawyer Training Manager

Jones Day

Betsy Hults is the Firmwide CLE & Lawyer Training Manager for Jones Day, based in the Atlanta office. She has been with Jones Day for 37 years, starting as a paralegal and working her way up through the ranks in several administrative positions. She has held her current role with CLE & Lawyer Training for 10 years. She has a B.A. degree from Vanderbilt University and a paralegal certificate from the Institute for Paralegal Training in Philadelphia. She is a member of ACLEA, the PDC and has worked closely with NITA on Jones Day programming for more than two decades.

Horiana Isac

Manager of Attorney Talent Development

Milbank LLP

Horiana is the Manager of Attorney Talent Development at Milbank LLP focusing on all aspects of litigation associates' career development, including counseling associates on career trajectory and objectives, managing the associate staffing process, overseeing and participating in annual associate performance reviews, and recommending legal training and coaching programs for litigators. In addition to developing the Litigation group's legal talent, she also oversees talent development managers in

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financial restructuring and transactional practices at the firm. Before joining Milbank, from November 2010 until May 2018, Horiara was a litigator at Davis Polk & Wardwell LLP. Horiara received her J.D. cum laude and a Certificate in Refugee and Humanitarian Emergencies from Georgetown University Law Center and graduated magna cum laude from Georgetown University's School of Foreign Service, where she received a B.S. degree in International Politics and a Certificate in European Studies.

Kourtney James

Director, Employer Relations and Development

University of Houston Law Center, Career Development Office

Kourtney James is the Director of Employer Relations and Development for the Career Development Office at the University of Houston Law Center. A career development specialist and former corporate attorney, Kourtney is passionate about helping current and aspiring attorneys seize employment opportunities and develop their professional brand. As a law school career and professional development coach, Kourtney advises and counsels students and alumni regarding career selection and job search strategies. To equip students and alumni with the tools necessary to achieve their professional goals, Kourtney develops and implements recruiting programs, mentorship systems, diversity and inclusion initiatives, and professional development curricula. Prior to joining the Law Center, Kourtney was an associate with the Houston office of Vinson & Elkins, LLP, working in the firm's energy transactions group. Kourtney received her law degree from Stanford University and her undergraduate degree, magna cum laude, from Harvard University.

Rachel Jennings

Professional Development & Pro Bono Manager

Neal, Gerber & Eisenberg LLP

Rachel Jennings is an experienced professional development professional, career coach, and attorney. As Professional Development & Pro Bono Manager at Neal, Gerber & Eisenberg in Chicago, Rachel helps lawyers develop professional skills, improve their well-being, and connect with pro bono clients. She is passionate about addressing health and well-being concerns in the legal industry, and she takes an active role as a health intrapreneur to increase engagement in well-being initiatives. Her goal is to build a sustainable workplace and support engagement and retention, and she works towards that goal by designing well-being and core skills programs, and by helping attorneys and staff to give back to their community.

Kari Jensen Thomas

Manager of Business Development Training and Alumni Engagement

Faegre Drinker Biddle & Reath

Kari Jensen Thomas is the Manager of Business Development Training and Alumni Engagement at Faegre Drinker Biddle & Reath. She leads the firm's business development training programs, provides individual coaching, and fosters connections between Faegre Drinker and its alumni. She develops and executes the business development curriculum for lawyers and consultants and creates opportunities for colleagues who have moved on from Faegre Drinker to reconnect with the firm and benefit from its legal capabilities and community connections. Kari directs communication initiatives and events to keep alumni in touch and updated on important firm information. Before joining Faegre Drinker, Kari led firm-wide attorney and law student talent acquisition strategies, internal and external diversity and inclusion initiatives, and professional development programming and coaching at another large

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Minneapolis law firm. She also served as the Associate Director of Career Services at Mitchell Hamline Law School. Kari is a member of NALP and has presented at the annual NALP conference. She received her J.D. from William Mitchell College of Law (nka Mitchell Hamline) and received her B.A. in Government and International Affairs from Augustana University.

Ama Karikari-Yawson

Founder and CEO

Milestales Publishing and Training and Development

Ama Karikari-Yawson earned a BA from Harvard University, an MBA from the Wharton School, and a JD from the University of Pennsylvania Law School. She has worked in both finance and legal capacities at Bank of America, Citigroup, and Cleary Gottlieb Steen & Hamilton. In 2013, a painful experience with racial bullying inspired her to write her best-selling fable about difference, *Sunne's Gift*. Ms. Yawson became so personally invested in spreading the book's message of healing, that she quit her high-paying job as a securities lawyer to become a full-time storyteller and educator. Her research areas and speaking topics include diversity and inclusion, cultural change, leadership, entrepreneurship, and personal empowerment. Her life-changing training sessions incorporate storytelling, dance, history, psychological research, and legal analysis in order to truly propel participants toward more conscious lives. However, through her company, Milestales Publishing and Training and Development, Ms. Yawson partners with a network of impactful authors, artists, and thought leaders to provide a wide array of training programs law firms and other organizations. Milestales' clients include Wachtell, Lipton, Rosen & Katz; Shearman & Sterling; Cadwalader, Wickersham & Taft; Gould & Ratner; Marubeni Corporation; PSEG Long Island, and other organizations. Ms. Yawson is also a cultural activist, and her essays can be found in the Huffington Post and The Atlantic. She lives in the New York City area with her husband and two sons.

Kate Kerr

Founder

Propelled Leadership LLC

Kate Kerr, JD, ICF-ACC, SHRM-SCP is the founder of Propelled Leadership LLC. She coaches professionals in developing the mindset that brings them the engagement, satisfaction and productivity they are seeking in their working lives. With a background in strategic advisory services at Ernst & Young, a U.S. Fulbright Scholarship, legal practice at Orrick, Herrington and Sutcliffe and talent development at law firms, she has led teams in high profile talent initiatives in leadership development, performance management and recruiting. She facilitates workshops on self-awareness, mindset, communication, goal setting and action planning. She cares about people, their careers, development and overall engagement. She has been active in the community, including as a Board Member of the Women's Foundation and has served with several other nonprofit organizations in St. Louis and San Francisco. Kate is a certified professional coach, holds a law degree from Georgetown University Law Center, completed her undergraduate studies at Grinnell College and received a Fulbright Scholarship in India.

Jon Krop

Founder

Mindfulness for Lawyers

Jon Krop, J.D., is the founder of Mindfulness for Lawyers. He has taught mindfulness and well-being at Harvard, Stanford, Yale, the Pentagon, more than 60 top law firms, Fortune 100 companies, public

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defender's offices, and state courts. After graduating from Harvard Law School, Jon clerked on the U.S. Court of Appeals for the Ninth Circuit and worked as a litigator at firms in Los Angeles and New York City. Jon has practiced mindfulness since 2006 and has studied with teachers from around the world, including psychologists, neuroscientists, and traditional Buddhist masters. In 2014, Jon completed a seven-month silent meditation retreat.

Marlon Luftiyya

Director of Talent & Diversity

Neal, Gerber & Eisenberg LLP

Marlon is the Director of Talent & Diversity at Neal, Gerber & Eisenberg LLP. In that role, he helps lead and advance the ongoing development and implementation of the firm's recruiting, professional development, well-being and diversity strategies. As a former litigator and an experienced administrator, Marlon brings strategic and innovative thinking to the areas of recruitment, professional development and diversity & inclusion. Prior to joining Neal, Gerber & Eisenberg, he was the Director of Inclusion & Professional Development at Husch Blackwell LLP. Marlon previously practiced as a litigation attorney at Winston & Strawn LLP in Chicago and at Davis Polk & Wardwell LLP in New York. He is an active member of the National Association for Law Placement, the Association of Law Firm Diversity Professionals, and the Professional Development Consortium. He previously served as the Vice Chair of the Diversity & Inclusion Committee of the ABA's Law Practice Division and was appointed to the Law Practice Division's Attorney Well-Being Committee. Marlon holds a J.D. from the New York University School of Law, where he was Notes Development Editor for the New York University Law Review. He received his B.A. in Political Science from Yale University.

Laurie Lyte

Assistant Attorney General; Director, Professional Development and Planning

Maryland Office of the Attorney General

Laurie Lyte serves as Director of the Professional Development and Planning Division at the Maryland Office of the Attorney General where she develops and implements continuing legal education programming for the office's attorneys and professional staff. Previously she served as an Assistant Attorney General in the office's Contract Litigation Unit and for the Retirement Systems. Laurie is a frequent presenter with the National Association of Attorneys General and other organizations on a variety of topics including management and leadership development, resilience, ethics, career development, trial advocacy, and litigation skills. She also serves as Leadership Development Counsel for the District of Columbia Bar's John Payton Leadership Academy. In addition, Laurie is qualified as an executive coach holding a PCC certification working with attorneys and other professionals helping them achieve their professional and personal goals. Laurie previously worked for the U.S. Army Contracting Command Europe in Wuerzburg, Germany where she trained civilian and military personnel in federal and local procurement, contingency contracting, and standards of conduct. Prior to that, Laurie was in private practice specializing in professional liability defense litigation.

Joe Maguire

Professional Development and Continuing Legal Education Manager

Reed Smith LLP

Joe Maguire is Senior Manager of Professional Development and Continuing Legal Education at Reed Smith LLP. He administers Reed Smith University School of Law operations in the United States. He also

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develops, facilitates, and teaches business development, leadership and legal programs for lawyers and paraprofessionals.

Joanne Millard

*Director of Staff Talent Acquisition, Diversity & Inclusion
Fenwick & West LLP*

Joanne Millard is responsible for identifying top staff hires, onboarding, training, fostering professional development and creating successful retention programs. Joanne has more than 10 years of experience developing relationships with hiring managers and leading the search process through its full life cycle. She is adept at helping decision-makers address both short and long-term needs, assessing cultural fit and aligning hiring with departmental strategies and goals. Joanne is also responsible for Fenwick's staff diversity and inclusion program which seeks to recruit a diverse group of employees and create a welcoming environment for all employees. She partners with firm leaders to develop business processes and measurements to meet the firm's diversity goals. Prior to joining Fenwick, Joanne worked in recruiting at a global law firm where she specialized in placing temp-to-hire and full-time employees in the legal field. She is an active member of the Society for Human Resource Management (SHRM) and Northern California Human Resources Association (NCHRA). Joanne obtained her B.S. in Sociology from Santa Clara University.

Jessica Natkin

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

With 20 years of experience in lawyer career development, Jessica has coached hundreds of lawyers in big law and beyond. She has taken that knowledge and experience to the next level by working with firms to offer solutions across the firm. Jessica has created engagement and retention programs that work. Jessica is highly motivated to help people find a way to work that fits their life and values while meeting the needs of the firm and its clients. She is known nationally for her expertise in lawyer career coaching and work/life integration through customized work schedules. Prior to founding Total Talent Design and Law Career Center, Jessica was the Director, Attorney Career Development at Fenwick & West LLP. She previously worked as the Director of Programs for the Project for Attorney Retention, and she managed the career development programs at Orrick, Herrington & Sutcliffe, LLP and Wilson, Sonsini, Goodrich & Rosati, P.C.

Ian Nelson

*Co-Founder
Hotshot*

Ian Nelson is a Co-Founder of Hotshot, which is a startup that delivers digital learning to the legal industry. Ian and his team help law students and lawyers develop their legal, business, and technology schools through short videos and more. Before starting Hotshot, he helped start the US operations of Practical Law Company where he was an attorney-editor and Practical Law's head of marketing. When in practice, he was a corporate associate with Kramer Levin in NY. Ian received his JD from Hofstra Law School, where he was an editor of the Hofstra Law Review. Ian has spoken and written extensively on innovation in the legal industry, focusing on topics including remote learning and training, law firm professional development, law school training, and making legal ed and training more engaging and

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effective. Ian is proud to be a Trusted Advisor to the Professional Development Consortium and was recently appointed as a Fellow in the College of Law Practice Management.

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

Jerome Organ is the Bakken Professor of Law and Co-Director of the Holloran Center for Ethical Leadership in the Professions at the University of St. Thomas School of Law in Minneapolis, MN, where he also served as Associate Dean for Academic Affairs from 2005-2009. Along with Co-Director Neil Hamilton, he has helped develop the Learning Outcomes Database --

<https://www.stthomas.edu/hollorancenter/resourcesforlegaleducators/learningoutcomesdatabase/> -- and the Professional Development Database --

<https://www.stthomas.edu/hollorancenter/resourcesforlegaleducators/professionaldevelopmentdatabase/>, and has overseen the Holloran Competency Milestones project -- all of which are open source resources designed to support robust professional formation learning outcomes. He has published an article summarizing the empirical data generated between the 1980s and 2000s regarding lawyer satisfaction and was one of the co-investigators with David Jaffe on the Survey of Law Student Well Being, results of which were summarized in an article in the Journal of Legal Education in 2016. He also has written articles and blog posts focused on trends in legal education, including enrollment, conditional scholarships, transfer students, net tuition trends and employment outcomes.

Gina A. Piemonte

Chief of the Professional Development Division

Law Office of the Cook County Public Defender

Gina A. Piemonte started her career with the Cook County Public Defender's Office in 1991, where she variously worked in the Juvenile and Traffic divisions before her transfer to the Felony Trial Division. In 2004 Ms. Piemonte was promoted to the Homicide Task Force, where she spent 15 years working on high-profile cases, including the case of Micheail Ward, the first fully televised jury trial in Cook County. She represented clients accused of both capital and non-capital murder. In 2019, Ms. Piemonte entered management as the Deputy Chief of the Felony Trial Division; currently she serves as Chief of the Professional Development Division. Prior to her work with the Public Defender's Office, she was in private practice. Ms. Piemonte has also been a presenter for new hires in the office, a trial coach for law students at Loyola College of Law, and a coach at numerous trial seminars presented by the Office of the State Appellate Defender's office. She is a graduate of both DePaul University and DePaul University College of Law.

Thiadora Pina

Associate Clinical Professor

Santa Clara University School of Law

Thiadora Pina is an accomplished civil litigation attorney and brings her strong communication, customer service, and project management skills to Santa Clara Law as an associate clinical professor and externship director. These skills drive her innovative approach to professional development using instructional design centered on adult learning theory and principles of positive psychology. Thiadora directs and teaches the required first-year Critical Lawyering Skills seminar and the Externship Workshop

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classes. She is the lead author of "Essential Lawyering Skills: A Companion Guide to Neil W. Hamilton's ROADMAP" (forthcoming 2021), an experiential workbook designed to develop student's professional identity and lawyering skills. Thiadora brings this same innovative approach to cultural intelligence, where she has extensive experience as both a lawyer and professor. She is the faculty advisor for Santa Clara Law's Black Law Student Association and recently received BLSA's 2021 Outstanding Support Award. She is also the founding advisor of the First-Generation Law Student Association. Thiadora also sits on the Board of Advisors for IAALS. Thiadora practiced civil litigation for over eleven years. She concentrated her practice in insurance, healthcare, and personal bankruptcy. She regularly appeared in state and federal courts throughout the Boston, Massachusetts area.

Reva Pollack

Director of Attorney Development

Ice Miller LLP

Reva Pollack is the Director of Attorney Development at Ice Miller LLP, where she oversees all training and evaluation processes for the firm's associates and counsel, in addition to firmwide talent management initiatives. She is also a trained coach, certified through Volta, and offers coaching services to all firm attorneys as part of the Ice Miller in-house coaching program. Reva started her career as a financial regulatory attorney in the Washington DC offices of Latham & Watkins and Sidley Austin before working in higher education at Yale Law School and Southern Methodist University.

Denise A. Robinson

Founding Principal

The Still Center, LLC

Denise A. Robinson is the Founding Principal of The Still Center LLC, a diversity, equity & inclusion (DEI) and wellness consultancy. Her work is informed by over a decade of advancing organizational diversity, equity & inclusion and teaching yoga and meditation. After graduating from the University of Chicago Law School, where she served as the president of the Black Law Students Association and a student advocate in the Mandel Legal Aid Clinic, Denise started her career as a labor & employment attorney in her home state of Ohio. She later transitioned to promoting workplace equity in internal diversity roles as the Director of Diversity & Inclusion for O'Melveny & Myers, and subsequently, the Diversity Officer for the International Monetary Fund. Denise is also a registered yoga teacher with Yoga Alliance and her yoga teaching and practice are the foundation of her work in mindfulness, meditation, and other contemplative practices. She is an active writer and speaker on a variety of diversity and well-being issues, and as a consultant, Denise performs cultural assessments, provides strategic advice, and delivers training on DEI, well-being, and other talent development topics.

Joanne Schaefer

Stress Resilience Coach

JSchaefer Coaching

Joanne Schaefer works globally with organizations and professionals to help spot the warning signs of toxic stress and dysfunctional behavior and arm them with tools to build stress resilience and manage ongoing demands. As a former practicing lawyer, Partner, Practice Group Leader, and Director of Professional Development for 2 large international law firms, Joanne brings over 25 years of professional and lived experience to the table. Joanne is a Certified Professional Coach, Accredited Mediator and holds a Certificate in Applied Positive Psychology. She is a Trusted Advisor and former Board Member of

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the PDC. Joanne is currently completing her soon-to-be-published book, *My (Not So) Beautiful Life: How to Thrive When it Sucks*.

Amy Sladczyk Hancock, J.D.

Director of Legal Talent and HR

McDowell Hetherington LLP

Amy Hancock is the Director of Legal Talent and HR at the Houston law firm of McDowell Hetherington. Amy's 20-plus-year AMLaw 100 law firm career has been focused on recruiting and maximizing the development and value of the talent capital of her firm's attorneys and has spanned all areas of an attorney's career progression and life cycle, including but not limited to: recruiting, orientation and integration, training, lawyer mentoring, development and retention (career counseling, work allocation/utilization, performance appraisals/evaluations, promotion-to-partnership), pro bono, alumni engagement, and diversity and inclusion initiatives. She is a nationally-known public speaker, author and leader in the Attorney Recruiting and Professional Development industry. Working strategically with firm leadership, she is responsible for the recruitment, development, retention and overall talent management of the attorneys and service professionals at the firm. Amy plans, designs, and implements training, continuing legal education, orientation, integration, mentoring, and career counseling programs for our attorneys and identifies associate-attorney concerns relating to development, compensation, quality-of-life, work, and other employment (and human resource)-related issues. In her attorney coaching and counseling role she assists the firm's attorneys by serving as somewhat of an ombuds person and trusted, interpersonal, communication link between law firm leadership and the firm's non-partner attorneys. In addition to her Attorney Professional Development work, Amy is also responsible for attorney employment, diversity, and alumni initiatives and oversees recruiting efforts that include recruiting on law school campuses as well as the strategic identification and hiring of lateral attorneys. She has experience tying recruiting evaluation tools to the evaluation tools utilized by firm attorneys in annual evaluation processes, developing behavioral interviewing tools that have increased the successful hiring and retention of attorneys and developing and administering successful summer associate programs. She has also developed and implemented a Lateral Hire Integration Program (which aims to ease the organizational transitions lateral practitioners may experience when joining a firm from another law firm, after serving as a judicial clerk, or being in the legal department at a business or company) and an Implicit Bias Training Program (which included an extensive review of recruiting and attorney evaluation processes to mitigate for implicit biases found within each and to implement bias "interrupters" to better control how bias is acted upon in the workplace). Amy is also the co-founder/developer and faculty-speaker for several professional development curriculums and other training programs designed to ensure law students are taught business and other professional development skills to successfully distinguish them in the legal marketplace. She delivers these programs to law students on many of the firm's talent-pipeline, feeder recruiting campuses such as The University of Texas School of Law (she co-developed the inaugural "Prepared-to-Practice" Institute), The University of Houston Law Center (she co-developed the mandatory "Passport to Success" program for 1L students), and Southern Methodist University's Dedman School of Law (where she was a faculty speaker for their Career Foundations & Professional Development "Professionalism Summit" and participated in their "OCI Bootcamp" informational panel). She is also an Adjunct Professor for the Legal Externship Program at The University of Houston Law Center, which allows students to experience and reflect upon the law-in-practice through field placements with the judiciary, nonprofit institutions and government agencies that provide substantial lawyering experiences that are reasonably similar to the experience of a lawyer advising or representing a client (or engaging in other lawyering tasks). She holds a B.A. with high honors from The University of Texas at Austin, where she

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graduated Phi Beta Kappa, and a J.D. from The University of Texas School of Law. She is a published author and frequently featured speaker at local, national, and international conferences on various attorney professional development and recruiting topics and has served as a board member and Chair of the preeminent, international attorney professional development organization, The Professional Development Consortium, (www.pdclegal.org), an organization which currently has over 750 members who are charged with leading attorney recruiting and development initiatives in law firms, law schools, and other professional service firms. During law school, Amy was elected to The Order of Barristers and was the Public Relations and Judging Director of the Board of Advocates, sat on the Career Services and Trial Advocacy Faculty-Selected Committees, was an elected member of the Student Bar Association, was a national mock trial participant and winner, was a Texas Law Fellowship recipient, and served as the Law Day Coordinator for the Student Recruitment and Orientation Committee.

Annemarie Spadafore

*Managing Principal & Executive Coach
PowerLab*

Annemarie Spadafore has mastered the creation of powerful, resilient leaders. As a Harvard-trained expert in Organizational Behavior, a Fulbright Scholar (Ph.D., Political Science), and ICF PCC, she transforms executives into actualized, inspired leaders who wield power to achieve results while engaging the best in others. With a sharp intellect and warm personal style, Dr. Spadafore has supported diverse audiences through deep individual and team coaching sessions and speaking engagements. Her business acumen, strong communications skill, and unique capacity to translate cutting-edge research into information that benefits her clients enables her to serve as a highly-effective accountability partner for individuals and organizations. She has provided executive coaching to 2000+ professionals, including C-level and senior executives, building their self-awareness and supporting their capacity to purposefully make strategic decisions to maximize results. Her coaching and public speaking practice primarily supports executives in the 'Big 4' professional service firms and law firms; she also has significant experience in the financial services, defense and government contracting, media/advertising, technology, healthcare, and higher education sectors. She speaks and presents widely on a variety of business and "soft skills" topics, receiving excellent reviews. She develops and facilitates custom leadership and management programs, leads hybrid learning and coaching cohorts, and coordinates with organizations to set their management and professional development agendas. In 2021, her work has prioritized building the resilience of executives, including a very well-received program, "Be Your Own Guru" presented at NALP's Education Conference.

Molly Stafford

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

Molly practiced law for seven years before joining McGeorge's Career Development Office in 2010. After attending Northeastern University School of Law, she began her law practice in San Francisco, where she worked as a Housing Attorney at the AIDS Legal Referral Panel (ALRP). Molly was also an adjunct professor for the Honors Lawyering Program at Golden Gate University School of Law in San Francisco for several summers while at ALRP. Most recently, she was a staff attorney and manager of the Rural Fair Housing Center at California Rural Legal Assistance, Inc.

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Donatella Verrico

Chief HR Officer

Lowenstein Sandler LLP

Charlotte Wager

Chief Talent Officer

Jenner & Block

Charlotte L. Wager is the firm's Chief Talent Officer and oversees all aspects of the firm's hiring and lawyer development. As co-chair of the Hiring Executive Committee, she works with hiring partners in each of the firm's offices to coordinate and implement the firm's associate hiring. Ms. Wager also works on lateral partner hiring firmwide. Ms. Wager chairs the firm's Associate Development & Evaluation Committee. She works with firm leaders on all aspects of lawyer development including orientation, evaluations, training, mentoring, and advanced career planning for senior associates and partners. Ms. Wager is an active member of the Diversity and Inclusion Committee and works with the Diversity Manager to implement the firm's diversity initiatives. She is also a member of the firm's Women's Forum and Pro Bono Committees. Ms. Wager remains a partner in the Litigation Department where her law practice previously focused on counseling policyholders and reinsurers on a wide range of insurance-related matters. Ms. Wager has been a featured speaker on subjects relating to hiring, development and diversity and inclusion at programs sponsored by the American Bar Association, the Practising Law Institute, the Illinois State Bar Association, and numerous law schools. She is a former past president and longstanding member of NALP.

Andrea Yang

Associate Director of Career Development

Pepperdine University School of Law

Andrea Yang is a former litigator turned career coach, helping lawyers and law students with professional development, career transitions, and holistic well-being. Andrea brings over a decade of experience in the legal industry to her coaching. She coaches and counsels law students at Pepperdine University and has litigated at two large law firms (Dorsey & Whitney LLP and Robins Kaplan LLP), served as a federal judicial clerk, and consulted on the Seattle Police Monitoring Team. Andrea completed her professional coach certification through the Institute for Professional Excellence in Coaching. She holds degrees from Georgetown University Law Center and Harvard University.