

## **Kathryn L. (Kay) Nash, SPHR**

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### **SUMMARY OF QUALIFICATIONS**

- Strategic and innovative human resources and talent development leader with over 20 years of experience.
- Trusted advisor to leadership on people and culture strategy including the acquisition and development of attorneys and professional staff.
- Highly regarded for service orientation, judgment, strong work ethic and excellent communication skills.
- Proven success in building, training and leading teams to meet organizational goals.
- Recognized contributor to national industry organizations including presentations on a variety of talent management areas.

### **PROFESSIONAL EXPERIENCE**

**Wiley Rein LLP, Washington, DC**  
**Chief Talent Officer**

2006 to Present

- Lead the Human Resources and Legal Talent operations for AmLaw 200 law firm of over 460 attorneys and business services staff, including leadership of the Human Resources, Legal Talent and Practice Support departments with 3 direct reports and 24 team members.
- Report directly to the Managing Partner and participate in strategic planning and development of major policy initiatives for the firm.
- Serve as advisor and strategic business partner to firm leadership, practice leaders, general counsel, partners and business services leaders to optimize performance and productivity of the firm's talent and reduce risk.
- Support the firm's goals to be a diverse, equitable and inclusive workplace including developing systems and processes that support the firm's diversity, equity and inclusion efforts.
- Participate in the firm's Associates, Associate Evaluation, DEI and Partner Professional Development Committees.

#### **Accomplishments Include:**

- Re-designed the legal talent function to align recruitment and professional development services to build a first-class department that supports firm goals and the overall work experience for firm lawyers.
- Developed the firm's flexible work policy including organizing focus groups, executive sessions, internal communications and delivering the firm-wide roll-out.
- Developed exceptional professional development initiatives for partners and associates including creation of integrated competency models, comprehensive in-house training programs, two mentoring programs, individual professional development plans and structured associate advancement process.
- Re-organized the firm's human resources function to provide top-level service and efficiency, including updating HR policies and procedures to focus on performance and professionalism; implemented an updated HRIS platform to fully automate and integrate HR, payroll, benefits and performance management.
- Provided leadership for the firm's growth strategy in lateral partner hiring including re-designing the lateral partner process, due diligence and lateral integration programs.
- Developed and led coaching groups of partners and associates to support business development objectives and provided individual coaching for partners and associates in professional and business development.
- Promoted from Manager to Director, and from Director to Chief; became Chief Talent Officer with current responsibilities in 2015.

## Kay Nash

### Other Related Experience

**Akin Gump Strauss Hauer & Feld LLP**, Washington, DC 2001-2006

***Attorney Development Coordinator***

- Managed attorney development programs for over 900 attorneys in 14 offices.
- Designed and implemented core curriculum training programs and practice department training programs including multi-day events and retreats.
- Managed the firm's associate evaluation and compensation process firmwide including preparation and management of financial data for partner in charge.
- Coordinated special projects in the areas of human resources and recruitment including revision of firm's orientation program, development of firm's welcome video, development of careers website and related collateral.

**McGuireWoods LLP**, Washington, DC 2000-2001

***Associate Development Manager***

- Managed training and development programs for all firmwide lawyers in 12 offices.

**Kirkpatrick & Lockhart LLP**, Washington, DC 1999-2000

***Professional Development Manager***

- Developed and coordinated professional development and training curriculum for all firmwide lawyers in six offices.

**Georgetown University Law Center**, Washington, DC 1992-1999

***Various Positions in Admissions, Financial Aid and Continuing Legal Education***

### EDUCATION AND CERTIFICATIONS

**Mary Washington College**

- Bachelor of Arts, Sociology, 1992

**Cornell University**

- Certificate in Diversity, Equity and Inclusion, 2023

**Volta Talent Strategies**

- Certified Lawyer Coach, 2023

**HR Certification Institute**

- Senior Professional in Human Resources (SPHR) Certification, 2018