

## New Chief on the Block

*Dana Gray, Chief Legal Talent & Inclusion Officer  
Fish & Richardson*

*Devin Lintzenich, Chief Attorney Talent Officer  
Bass, Berry & Sims*

*Melanie Priddy, Chief People Officer  
Covington*

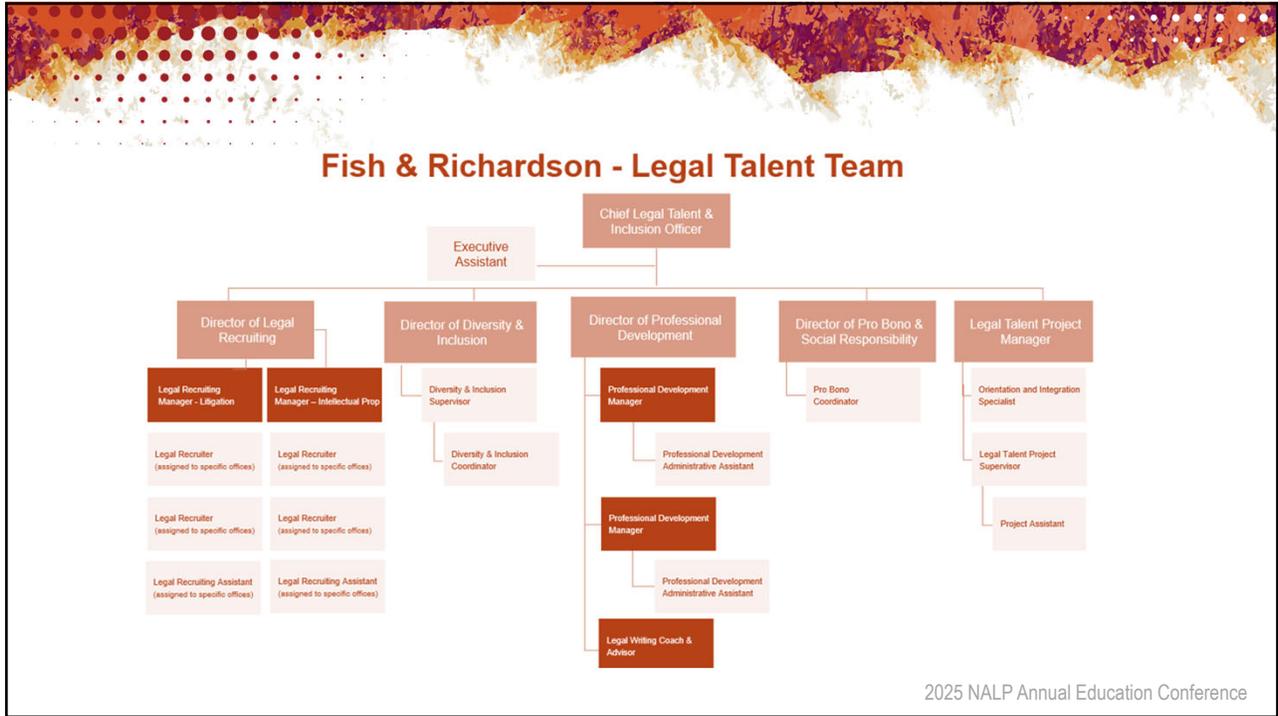
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## **Dana Gray** **Chief Legal Talent & Inclusion Officer**

- Recruiting
- Professional Development
- Diversity & Inclusion
- Pro Bono
- Legal Talent Project Management
- Team of 25
- 320 Lawyers
- 15 Offices (2 international)

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2



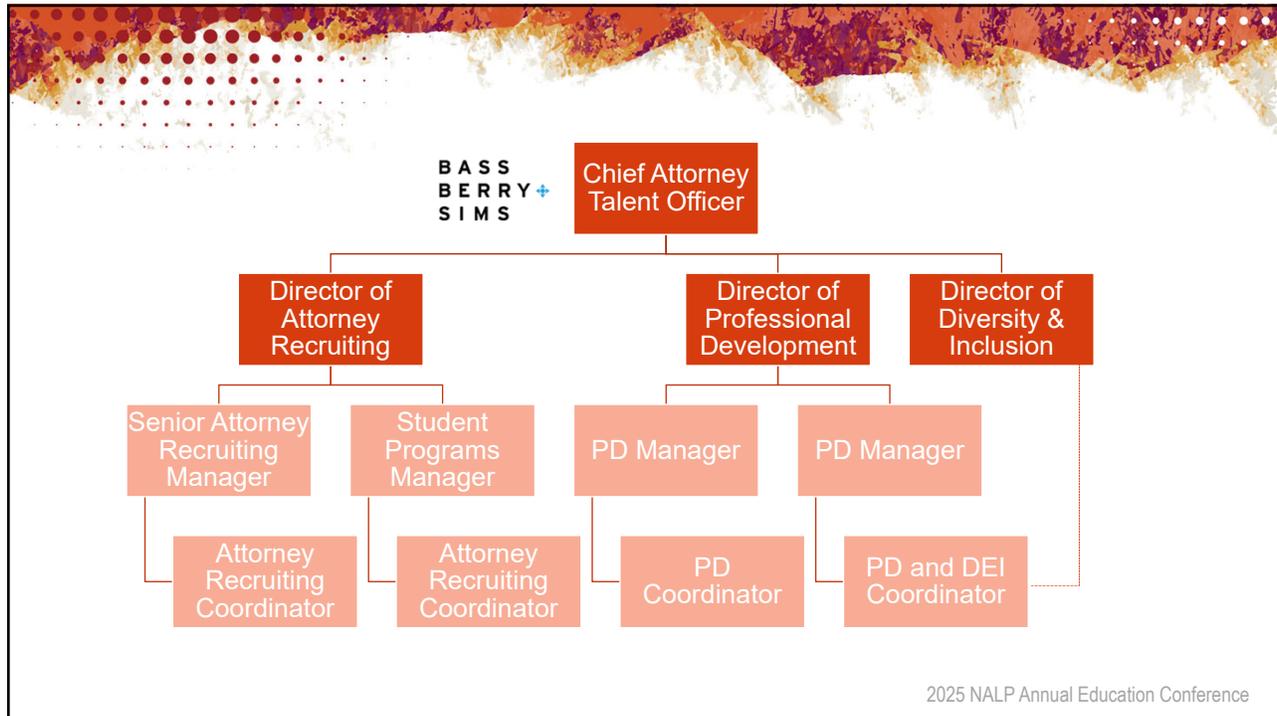
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## Devin Lintzenich Chief Attorney Talent Officer

- Recruiting
- Professional Development
- Diversity & Inclusion
- Team of 11
- 360 Lawyers
- 4 Offices

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4



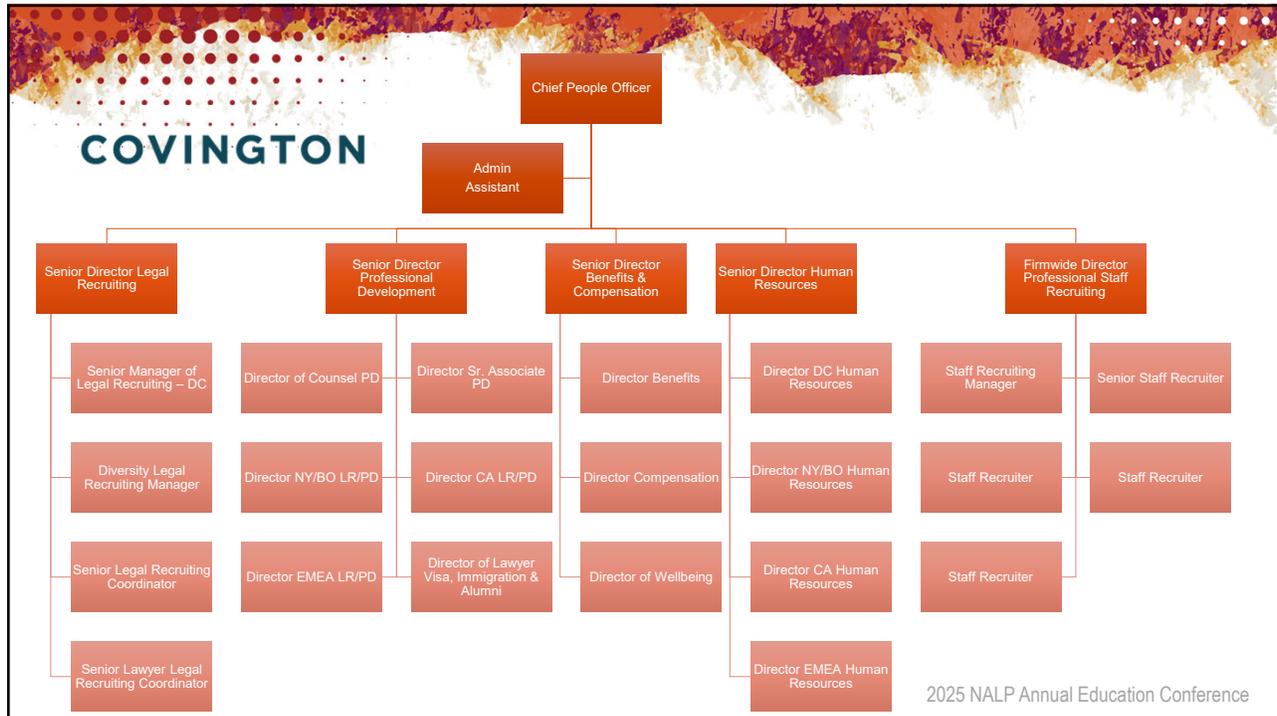
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## **Melanie Priddy** **Chief People Officer**

- Human Resources (Operations, HRIS, Employee Relations, LAAs)
- Compensation & Benefits (Well-being)
- Staff Recruiting
- Professional Development
- Legal Recruiting (including Senior Lawyer Recruiting)
- Team of 79
- 1300 Lawyers
- 14 Offices (8 international offices)

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6



7

## Learned Best Practices as New Boss/First Year

- Current State vs. Future State
- Establishing Relationships
  - Peer-to-supervisor; peer-to-peer; replacing long-serving employees
- Quick Cultural Assessment
- Leveraging Resources

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8

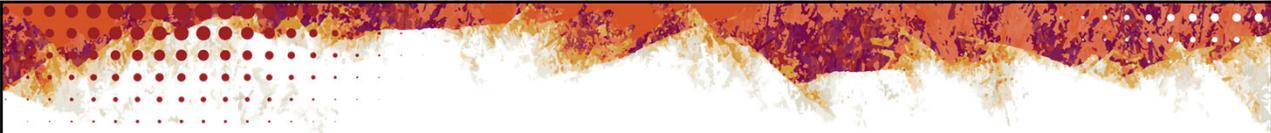


## Biggest Challenges

- First in the role/internal promotion transition
- Merging two positions/vacancies
- Navigating prior relationships

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9



## Think Like a Chief: Case Study

- Firm leadership comes to you and proposes an increase/change to the firm's in-office requirement – what are your steps?
  - Assessing influence
  - Strategy
  - Considerations
  - Operationalizing

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## Career Strategy

- Design your work life
- Ways to stay engaged/enrich yourself
- Intersection of personal/professional
- Influential mentor; best advice received/given
- Takeaways

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11

**Questions**



12

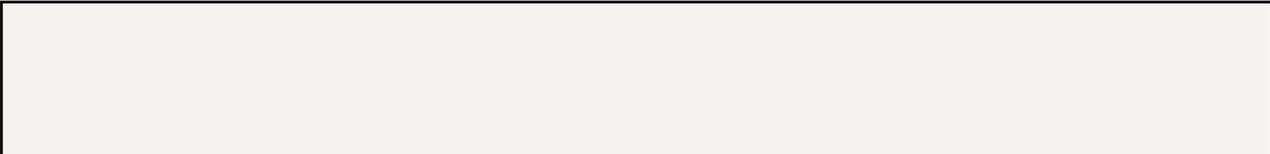


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13



# Thank You

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14