

Ida Abbott, President of Ida Abbott Consulting, helps employers manage, develop and retain legal talent, and serves as a mentor and coach to high achieving individuals seeking professional success. A Fellow of the College of Law Practice Management, Ida has long been a leader in the field of lawyers' professional development, particularly mentoring, leadership and sponsorship. Ida is Vice-Chair of the California State Bar Mentoring Task Force and serves on the Executive Committee of the National Legal Mentoring Consortium, the Board of the Institute of Mentoring and as Special Advisor to the International Bar Association's Law Firm Mentoring Program. She is a founder and former board member of the Professional Development Consortium, served as Vice-Chair of the Academic and Professional Development Committee of the International Bar Association, and has held many other leadership positions in bar associations and legal organizations. For many years, Ida has been at the forefront of efforts to promote women in the legal profession. She is co-Founder of the Hastings Leadership Academy for Women at Hastings Law School, where she is also a Faculty Fellow. She established and co-chaired the Bay Area chapter of Women in Law Empowerment Forum (WILEF) and has served on the California State Bar Committee on Women in the Law and the Advisory Boards of several women's organizations. A prolific author, Ida's latest book *Sponsoring Women: What Men Need to Know*, and her *Breakfasts for Champions*, recognizing men who champion women, have received widespread recognition for their impact on advancing gender balance.

Juliet Aiken, Ph.D is the Deputy Director and Research Director for the Center of the Study of the Legal Profession, where she conducts empirical research on diversity and personal/professional development, particularly as they apply within the legal profession. Professor Aiken has published a number of scholarly articles and book chapters on these topics as well as on research methods and statistics. She is co-author of an upcoming ABA research-based book on the factors that accelerate lawyer success. Beyond her own scholarly work, Professor Aiken advises Georgetown Law administration, faculty, staff, and students on conducting empirical research, and teaches Georgetown Law students professional skills, including managing up, obtaining mentors, and presenting themselves professionally online. Finally, she organizes and supports executive education programs, Center Conferences, and other Center-sponsored initiatives. In addition to her work at Georgetown Law, Professor Aiken has taught courses on statistics and measurement to PhD and undergraduate students. She also provides statistical consulting to individuals and businesses through her organization, Statistics in Practice. Professor Aiken holds a B.S. from the College of William and Mary, a Certificate in Statistics and Measurement, and a M.S. and PhD in Industrial/Organizational Psychology from the University of Maryland, College Park.

Steve Armstrong is an educator and consultant who has worked with law firms and law departments in the United States and internationally for more than 20 years. He conducts programs primarily in the areas of leadership skills for practice-group leaders and other partners, managerial skills for partners, counsel and associates, practice-building strategies for newer partners, and legal writing. He also consults with law firms to help them create programs, processes and cultures that enable their lawyers to do their best work. He has designed and implemented evaluation, promotion and compensation systems; training curricula; leadership development programs; diversity initiatives; associate surveys; and upward evaluations. Steve is a principal of Firm Leader, Inc., which provides consulting and training services to law firms, and the principal of Armstrong Talent Development. Before joining Firm Leader, he led talent-management and professional-development groups at WilmerHale; Paul, Weiss, Rifkind & Garrison; and Shearman & Sterling. He is a former chair of the PDC.

2015 PDI Speaker Biographies

Whittney Beard is the West Coast Career Coach for Orrick, Herrington & Sutcliffe LLP, where she is responsible for coaching and developing the firm's lawyers. She brings a unique blend of enthusiasm, intelligence, humor and compassion to her coaching and presenting. She is a longtime advocate of bringing coaching and personal development to lawyers and the entire legal profession. Prior to joining Orrick, Whittney co-owned the Synergy Coaching Group where she coached individuals and business teams in the areas of goal-setting, time management, communication, leadership, business generation, self-care, and management of complex change. In addition, since 2008 Whittney has facilitated and co-led five separate year-long, intensive ICF-accredited coach training programs. Prior to becoming a coach, Whittney practiced law as a Corporate associate for Milbank. She holds a J.D. from UCLA School of Law and a B.A. in Sociology from UCSD. She is a certified graduate of Accomplishment Coaching, an ICF-accredited coach training program, and holds a Professional Certified Coach credential from the ICF.

Michele Bendekovic is the Director of Recruiting and Professional Development of Steptoe & Johnson. Ms. Bendekovic designs, develops, implements, and manages firmwide professional development and training programs for members and associates, including leadership training, continuing legal education training, marketing skills, and substantive legal programs. Ms. Bendekovic manages and coordinates the lawyer recruitment program, including formation and implementation of recruiting strategies, resume screening, and candidate selection. She participates in the interview and offer process and acts as liaison to law schools and career services offices. Ms. Bendekovic is a member of the National Association for Law Placement (NALP), the Professional Development Consortium, and the American Society for Training and Development. She is a Board Member of the Professional Development Consortium and a member of the NALP Lawyer Professional Development Section. She has been a speaker at the NALP-ALIABA Professional Development Institute in Washington, DC, in November 2007. Ms. Bendekovic has also been a speaker at the Law Firm Associate Retention and Professional Development Summit in Washington, DC, in October 2007. Ms. Bendekovic previously worked as Manager of Professional Development for Buchanan Ingersoll & Rooney PC as well as Legal Personnel Director for Kirkpatrick & Lockhart LLP in Pittsburgh, Pennsylvania. She earned a Bachelor of Arts from Indiana University of Pennsylvania and a Masters in Personnel Administration and Industrial Relations from Saint Francis University.

Lori Berman, Ph.D. is the Director of Professional Development for Hogan Lovells US LLP. She worked with partners, counsel and associates across the firm to develop the firm's Lawyer Development Framework, and since then has been developing and rolling out the related training curriculum for the Americas. She is involved with leading regional and global programs. Lori is also an Adjunct Professor and Research Affiliate at the Georgetown Law School Center for the Study of the Legal Profession, where she drives research on predictors of lawyer success. She is co-author of an upcoming ABA research-based book on the factors that accelerate lawyer success. In addition to her research efforts, Lori teaches law school and executive education courses on leadership, team and client relationship skills. Lori has been working in the legal industry for over 10 years both as a leader in the learning function and as a consultant. Prior to that, Lori was a consultant with the Hay Group in their Organization Effectiveness and Management Development practice, where she worked across a wide variety of industries. She specialized in the development and assessment of competencies for selection and performance management, training, leadership development and coaching. Lori's work has won multiple awards, including the Chief Learning Officer Learning Team Award, ACLEA Award for Professional Excellence in Technology, ASTD BEST Award, and NALP Annual Award of Distinction. She

2015 PDI Speaker Biographies

holds an MA and a Ph.D. in Industrial and Organizational Psychology from the University of Maryland, and a BA in Psychology from Cornell University.

Nancy Berry is a seasoned recruiting and professional development professional with extensive experience in all aspects of attorney hiring, onboarding and integration, professional development and diversity. She is the Director of Attorney Recruiting and Development at Kirkland & Ellis in Chicago and has previously been the Firmwide Director of Recruiting at McDermott Will & Emery and the Firmwide Director of Professional Development at Katten Muchin Rosenman. Over the last 20 years, Nancy has served in a number of leadership roles in both CALPA and NALP and has been a frequent speaker at NALP Conferences. She received her B.A. in Journalism from the University of South Carolina.

Michael Bloom is a clinical assistant professor and the founding director of the Transactional Lab & Clinic at the University of Michigan Law School, where he works with students to support corporate clients with their contract drafting and deal making. At the Law School, he also teaches other contracts, business, and transactional law classes. Prior to joining Michigan, Prof. Bloom was a co-founding director of the Corporate Lab at the University of Chicago Law School. Additionally, he practiced at Sidley Austin LLP in Chicago, where he focused on technology transactions and mergers and acquisitions. Professor Bloom is the co-author of two books on transactional contracts, (1) *Contracts: A Transactional Approach* and (2) *Contracts and Commercial Transactions* (both published by Wolters Kluwer/Aspen). He is a regular contributor to *Corporate Counsel*, and a frequent speaker, on related topics. Professor Bloom periodically presents webinars on practical contracts topics, in collaboration with the American Law Institute. Professor Bloom earned his J.D. from Yale Law School and his B.A., with highest distinction, from the University of Michigan.

Heather Bock, Ph.D. is the Chief Professional Development Officer at Hogan Lovells US LLP. She is also a Visiting Professor of Law and Executive Director for the Center for the Study of the Legal Profession at Georgetown Law Center. Prior to joining Hogan Lovells, she managed the training and development function for other professional services firms. She has consulted to a variety of companies on HR strategy, organizational transformation, and culture change. Dr. Bock's training initiatives won the NALP Award of Distinction, and she was the recipient of the HR Leadership Award of Greater Washington and the Chief Learning Officer Vanguard Award. She has written several articles and co-authored a book on *Using a Competency Model to Manage Firm Talent* for the American Bar Association. She is co-author of an upcoming ABA research-based book on the factors that accelerate lawyer success. She holds a Ph.D. in Organizational Behavior, a Masters of Public Health, and a B.S. in Business from the University of North Carolina at Chapel Hill.

Donna Branca has more than 25 years in management positions in law firms, and brings extensive experience developing and leading talent management platforms. Donna's breadth of knowledge in recruiting, professional development, performance management and coaching, together with her academic background in Organizational Dynamics and Psychology, and her exceptional training with the Coaches Training Institute uniquely positions her to help all levels of professionals navigate the fast-paced environment of today's legal market. Donna is a Director at SJL Shannon LLC overseeing the Firm's Philadelphia office. She provides coaching, training and career transition services for legal professionals. Prior to joining SJL Shannon, Donna was the Senior Director of Talent Management for an Am Law 100 firm with offices in the United States and Asia. In such capacity, she was responsible for leading all talent initiatives to best support the firm's bottom line including recruiting and retention of

2015 PDI Speaker Biographies

exceptional, diverse talent -- and driving performance management and professional development functions for the firm. Most recently, Donna owned her own leadership, performance coaching and consulting practice where she brought her knowledge and understanding of personal and workplace issues to her coaching partnerships, holding firm to the philosophy that all individuals have what it takes to succeed. Donna holds a B.A, cum laude, in Organizational Dynamics and Psychology from Immaculata University and post-graduate work in Organizational Dynamics and Human Performance Management. She is also a CPCC (Certified Professional Co-Active Coach) through the Coaches Training Institute (CTI) and has completed CTI's extensive one-year Leadership Program. She is certified to administer the Myers-Briggs Type Indicator® (MBTI®), and the Hogan Assessments. Donna has served in a number of leadership roles in the community and recently served on the Board of Directors of the National Association of Legal Career Professionals. She has also studied mindfulness meditation through Penn Medicine's Program for Mindfulness.

Larry Brown is Senior Manager, Training & Professional Development at Wilson Sonsini Goodrich & Rosati, a position he has developed over the last 21 years. Larry leads a team responsible for the training and development of the firm's attorneys and staff in all 14 offices worldwide. The team designs, develops, markets and delivers learning resources that give each WSGR professional the skills and knowledge required to provide top-notch client service. These resources include substantive legal training programs; professional skills group classes, shadowing, one-on-one coaching and on-demand learning. Larry has also led the firm's efforts to use technology to support professional development and client service, including implementing on-demand learning sites that makes available to all firm employees and clients in an online format all of the firm's recorded training classes. Larry is also a highly-rated trainer, having led classes on topics such as leadership, performance management, service, teamwork and communications. He maintains an AchieveGlobal training certification, and he has spoken at PDC conferences on topics such as measuring training and delivering online training. He has been involved in the development and implementation of the firm's shadowing program since its inception in 2011.

Rob Cacace is Assistant Director for Professional Development in Georgetown Law Center's Office of Career Service. In addition to career counseling, he designs and implements professional development programming for J.D. students. Recent initiatives have included networking and interviewing workshops, job-search essentials, and practice area presentations. Rob teaches co-curricular seminars with the Externships Office and the Office of the Dean of Students, leading courses that discuss issues such as work-life balance, leadership, and goal-setting. In his prior role as outreach coordinator for small firms, Rob met with representatives from small firms in the mid-Atlantic and nationally, discussing recruiting and professional development needs at these employers. Rob joined the Office of Career Services in 2012, after two years of practice as a litigator at a plaintiffs-side firm in Washington, DC, where he was a member of the firm's development and mentoring committee. He received his B.A. and J.D., cum laude, from Harvard, and has a Masters in Modern History from Oxford University. Prior to becoming a litigator, Rob clerked for two years in federal district court in DC.

JeanMarie Campbell manages business development efforts for the NY office of a global law firm; focus on raising the profile of the firm, utilizing marketing and business development techniques; drive external orientation of partners in the marketplace by using pipeline tools, individual coaching techniques, and follow up mechanisms; drive client focus by leading firm wide client teaming efforts, conducting classes on the benefits of client service and providing communications training and client

2015 PDI Speaker Biographies

meeting prep training to partners; facilitate client outreach and feedback programs to increase client service; focus on business development for women professionals; design and launch an 8 series business development training program for attorneys; design and launch partner training as part of partner leadership development; facilitate management training for managers and directors.

Simon Colley's background includes twenty years of leadership and innovation in the education sector. Prior to joining Fullbridge, Simon served as the Director of Marine Operations for the national tall ship of Bermuda and as Captain of several tall ships delivering leadership programs on trans-oceanic voyages. His experience also includes over a decade with Outward Bound as a curriculum developer, staff trainer, and program manager, with groups ranging from corporate executives to youth offenders. Simon previously taught high school science in Australia and was instrumental in the early stage curriculum development of the U.S.-based Shackleton School. He holds a BS from James Cook University, a BEd from the University of Western Sydney, and an MBA from the MIT Sloan School of Management.

Anne Collier is a catalyst for executives stepping into power. She supports clients in creating a fulfilling professional and personal life and helps her clients develop a competitive edge to achieve their goals. Anne guides clients to discover a fresh perspective through proven assessment tools such as Myers-Briggs Type Indicator and the Kirton Adaption-Innovation Inventory and to use that perspective to leverage strengths and minimize the effects of blind spots. She helps clients to communicate with presence and intention and offers strategic guidance on how to reduce stress through better self-management while improving performance. As her clients get "unstuck," they find the process exhilarating! Anne is practical and creative in coaching her clients to lead powerfully and build effective teams that make the most of each team member's strengths. In addition to individual coaching, Anne's Amp Up Performance workshops get results. She created the Workplace Tool Kit to assure that the impact of her programs is both sustainable and scalable. Her unique personal branding process helps executives and entrepreneurs alike attract the best opportunities. Her clients include high-level executives, practicing lawyers, in-house counsel, association executives, entrepreneurs, and government-affairs professionals.

Diane Costigan has more than 20 years of experience helping lawyers at all levels take ownership of and maximize their careers. She coaches clients to define both personal and professional goals and apply creative strategies to achieve them. Diane helps partners and associates view their careers from a holistic perspective that focuses them on success as well as satisfaction. Diane speaks frequently at The National Association for Law Placement (NALP), The Professional Development Institute (PDI), the Professional Development Consortium (PDC) and The New York City Bar on career planning and strategy, profile building, mentoring and overall career and life wellness. She is also a prolific writer who has been published several times in The New York Law Journal and the National Law Journal. Diane spent 10 years overseeing recruiting, legal personnel and professional development and training for a global Am Law 100 law firm. She designed and implemented a wide range of training and talent development programs including a new evaluation system and global orientations for incoming associates and newly elevated and lateral partners. Diane earned her B.A., cum laude, Phi Beta Kappa, from the College of the Holy Cross and her M.A. in Organizational Psychology from Columbia University, Teachers College. She has a certificate in Organizational and Executive Coaching from NYU, is an Associate Certified Coach (ACC) with the International Coaching Federation and is a Certified Health Coach (CHC) through the Institute for Integrative Nutrition. She practices yoga and meditation and is a second degree black belt in karate.

2015 PDI Speaker Biographies

Ann-Maree David is the Executive Director of The College of Law Queensland, a wholly owned subsidiary of The College of Law Pty Ltd. She has worked within the Queensland legal profession for more than 30 years, in public and corporate sector roles and in private practice as a solicitor. She established the Queensland campus of the College of Law in 2003 and fostered its development to become the largest provider of Practical Legal Training (or pre-licence training) in Queensland. She holds the degrees of Bachelor of Arts from Griffith University and Bachelor of Laws, Graduate Diploma of Legal Practice, and Master of Laws from the Queensland University of Technology (QUT). In July 2014 Ann-Maree attained a Master of Education degree throughout which her primary research focus was the emergent professional identity of novice lawyers. Ann-Maree has pursued diverse interests aligned with her professional office, including fostering of new entrants to the profession; highlighting and overcoming barriers to career progression in law suffered by women and minority groups; and contributing to programs to build resilience and recognise causative factors leading to depression amongst practising lawyers. Ann-Maree is currently researching factors which may influence the departure from the profession of growing numbers of early career lawyers. She is a Director of Australian Woman Lawyers and chairs the Queensland Law Society's Equalising Opportunities in the Law Committee, both valuable platforms from which to display leadership amongst the profession in order to influence change in relation to these important issues.

Chris De Santis is an independent consultant specializing in the design and delivery of Management and Organization Development interventions. He assists individuals or groups in identifying obstacles to effectiveness and subsequently works with them to create user friendly solutions aligned with the company's strategic initiatives. He brings with him twenty-five (25) years experience in training and development, graduate degrees in Organization Development and Marketing, and work experience in manufacturing, service, and not-for-profit environments. He has an undergraduate degree in Business from the University of Notre Dame, an MBA from the University of Denver and an MA in Organization Development from Loyola University. His focuses on Professional services firms with an extensive history of working with Law, Consulting and Accounting firms. He has special expertise in dealing with generational differences in the workplace, gender differences at work, applying the principles of Emotional Intelligence to leading and the application of a variety of instrumentation including multi-rater feedback to develop and enhance performance, and how to develop and leverage long term relationships in the selling process. He is versed in Behavioral Interviewing to attract and retain the right talent. He teaches and has a depth of knowledge in facilitation, effective messaging, and platform skills developed through his work experiences and background in theater games.

Christa Deeringer piloted and currently manages the Associate Guide program for first-year associates at Fenwick, which provides a structured approach to junior associate integration through individualized and group coaching, consistent performance evaluation and feedback, and coordination with firm leadership. Ms. Deeringer began her legal career as an associate in Fenwick & West's Technology Transactions practice group following her graduation from Georgetown University Law Center in 2006. She transitioned into Fenwick's Professional Development & Recruiting department in 2012, where she focused on attorney career development as well as law student recruiting. Since 2013, Ms. Deeringer has exclusively focused on attorney coaching and development, with particular attention to junior and lateral associates. She recently completed NALP's Foundational Coaching Skills Series, emphasizing coaching principles, competencies, and skills aligned with the International Coaching Foundation (ICF)'s Code of Ethics and Core Coaching Competencies.

2015 PDI Speaker Biographies

Karen Febeo joined Goodwin Procter in 2005 and is the firm's Managing Director of Professional Development & Training. In this role, she is responsible for all aspects of the professional development and training of Goodwin Procter attorneys and professional staff. She focuses on developing and implementing a strategic training plan aligned with the firm's development frameworks, including leadership, business development and project management skill development. In collaboration with the firm's Marketing and Business Development teams, she developed a robust business development initiative designed to enhance the revenue generating potential of the firm's attorneys. Ms. Febeo also focuses on attorney and staff engagement and retention, informal and formal feedback, mentoring, diversity and inclusion, and integration. Prior to joining Goodwin Procter, Ms. Febeo served as the Director of Human Relations at Testa, Hurwitz & Thibault, where she worked closely with the firm's management team focusing on all issues affecting associate life and served as a counseling resource for associates. Ms. Febeo practiced commercial litigation and intellectual property law at Testa, Hurwitz & Thibault from 1996 to 2004. During that time, she also participated in a six-month internship at the Middlesex District Attorney's Office. Ms. Febeo received her A.B. (cum laude) from Dartmouth College and her J.D. (with honors) from the University of Connecticut. Ms. Febeo has presented at Professional Development Consortium Conferences, the Thomson Reuters Marketing Partner Forum, the Hildebrandt Institute's 8th Annual Law Firm General Counsel Forum, and the American Conference Institute's Law Firm Associate Leadership Summit.

Amanda Ferriso is the Managing Director, Coaching & Transition Services at Greiner Consulting and provides career counseling, training and professional development coaching to attorneys at all levels. With over 15 years of experience in the New York legal community, she possesses extensive knowledge of, and familiarity with, professional development resources, methodologies, and practical applications. Prior to joining Greiner Consulting, Amanda was an Associate Director of the Career Planning Center of Fordham University School of Law. At Fordham, she provided individualized career counseling, professional development training, and created and presented programs on job search strategies to students and alumni. Before transitioning to her role at Fordham, Amanda was a corporate transactional attorney at Kaye Scholer, practicing in the M&A group for almost four years. She was an active member of the Firm's Recruiting Committee and engaged with various mentoring programs, in which she assisted with the professional development training of summer and junior associates. She began her career at the boutique firm, Morea Schwartz LLP, where she handled a variety of general corporate and finance matters. Amanda received a JD from Fordham University School of Law and holds a BA in Psychology from New York University. She is a member of the New York State bar. Her community service efforts include serving as a mentor/sponsor in the SSP Program (Student Sponsors Partners), a New York City non-profit organization.

Trisha Fillbach currently serves as an Assistant Director in the Office of Attorney Recruitment and Management (OARM) at the United States Department of Justice (DOJ). Trisha supports the administration of DOJ recruitment programs for law students and experienced attorneys, serves as a spokesperson at job fairs and national conferences, administers the new attorney mentor program and Ambassador Program, and works on special projects such as the development of the Department's mobile app DOJ Law Jobs. Trisha received a Special Commendation Award from the Justice Management Division of DOJ in recognition of her work in helping develop the mobile app. Prior to joining OARM, Trisha spent 10 years working in career development at three national law schools in California, Iowa, and Wisconsin, leading two offices, and counseling thousands of law students in their job search. She

2015 PDI Speaker Biographies

twice received the Student Bar Association President's Award for Faculty/Staff Member of the year at Drake Law and coached their ABA Negotiation Team. Trisha started her legal career as a Judicial Law Clerk in Rochester, Minnesota. Following her clerkship, Trisha joined the litigation group of a large Madison, Wisconsin law firm, practicing primarily family law. Trisha received her Bachelor of Arts degree from the University of Wisconsin – Madison and her Juris Doctor from Hamline University School of Law in St. Paul, Minnesota.

Susan Fine is the Director of Professional Development in the Center for Professional Development and Career Strategy at The George Washington University Law School. She is also co-director of the Inns of Court program, a school-wide initiative to provide students with a diverse support structure, enrich their law school experience, and enhance career outcomes. Students meet weekly with a team of faculty, staff and student advisors for professional development programming on well-being and career satisfaction, career education and planning, and building professional skills. Susan has spoken widely on law student professional development topics, including at the NALP Annual Education Conferences in 2014 and 2013 and at PDI in 2014. She is Chair of the NALP Law Student Professional Development Section and a member of the Professional Development Consortium. Earlier in her career, following a federal clerkship, Susan served as an attorney in the Office of Legal Counsel at the United States Department of Justice. She is a graduate of the University of Michigan Law School and a member of the District of Columbia bar.

Elizabeth Foster-Nolan is Goulston & Storrs Director of Professional Development. She develops and coordinates professional development for Associates in all practice areas. Goulston & Storrs, a Boston-based firm, has been recognized and awarded for its associate satisfaction ratings. Elizabeth Foster-Nolan founded the Goulston & Storrs Professional Development Academy which provides practice area specific training and development for all associates. Elizabeth is also responsible for the Firm's Mentoring Program. Elizabeth assisted with the development and implementation of skills lists in the firm's practice areas to help associates attain the skills and experience needed to counsel their clients. These move through an increasingly sophisticated level consistent with an emphasis and reliance on (a) the highest level of lawyering, (b) teamwork, and (c) civility towards and respect for all parties. Elizabeth is also responsible for the Firm's Mentoring and Sibling Program. Elizabeth is a "recovering lawyer" who practiced employee benefits law prior to making the move into the world of Professional Development. Prior to becoming Director of Professional Development, Elizabeth practiced law in the Goulston & Storrs Tax Group, as a Senior Manager at Deloitte & Touche, as an Associate with Foster Pepper & Shefelman in Seattle and Kirkpatrick & Lockhart in Pittsburgh. Prior to attending law school, Elizabeth was a social worker in the Boston area and worked with adolescents in a group home and individuals transitioning from long term inpatient status to living in apartments in local communities.

Christopher K. Gardephe is the Director of Professional Development and Knowledge Management at Proskauer. On the professional development side, Chris oversees the Firm's training initiatives across all offices and departments, including the Continuing Legal Education and mentoring programs. Chris and his staff manage all aspects of an attorney's transition to and arrival at the Firm and deliver orientation and training programs to provide attorneys with detailed, practical information about the Firm and its practices. Chris also designs programs for annual partner and associate retreats, and is a regular presenter at partner, department, practice group and other firm meetings. With respect to knowledge management, Chris heads the Firm's KM initiative and has responsibility for its law library. Chris works hand-in-hand with the Firm's Legal Recruiting, Diversity and Pro Bono groups to integrate all of the

2015 PDI Speaker Biographies

firm's programs and policies. He serves on Proskauer's Professional Resources Committee and Knowledge Management Committee, as well as the New York City Bar Association's Committee on the Recruitment and Retention of Lawyers. Prior to joining Proskauer, Chris was the Associate Director of Associate Relations at Weil, Gotshal & Manges and a litigation associate at the New York office of Wollmuth Maher & Deutsch LLP, where he focused on complex commercial litigation and reinsurance arbitration. Chris received his J.D., cum laude, from Vermont Law School, and a B.A. in Political Science from the University of Vermont.

Steve Gluckman is the founder of LawFirmElearning, LLC and the co-author of E-Learning for Law Firms, a best-selling book published by the American Bar Association. Steve led all Professional Development and Talent Management for Manatt, Phelps & Phillips, LLP (a NALP Award of Distinction for Innovation and Technology recipient). He has also supported scores of AmLaw 200 firms with a variety of award-winning online learning initiatives. In 2011, Steve was appointed by Harvard University to serve as a Senior Fellow at Harvard's Center for Business and Government where he focused on knowledge sharing and social learning practices and developments. He has written online learning articles for multiple leading periodicals and has spoken to legal management audiences across North America. Steve previously served as President and Chief Knowledge Officer with ASI, a 350-person private equity owned firm specializing in federal contracting, organizational performance and government workforce issues. Steve was appointed Special Advisor to the CEO of the Democratic National Convention Committee in 2004 and authored an IBM-sponsored case study developed for Harvard University's "Leadership for a Networked World" program. Steve holds an MPA from Harvard University and a B.S. in Computer Science and Information Science from the Watson School of Engineering in New York.

Deborah Grabein has over 24 years of experience in management, professional sales and marketing in the legal industry, and throughout this experience has pioneered many marketing and business development initiatives. She previously served as the Director of Marketing for Winstead (2001-2005), and was one of the first law firm business development directors in Texas, working at Hutcheson and Grundy (1986-1993). Much of her professional experience has focused on developing tools to successfully and skillfully serve clients' needs in the legal industry. At Andrews Kurth, Deborah provides strategic and tactical business development and marketing counsel to the firm and supports firm programs including women's initiatives, diversity, and alumni and community relations. In addition to leading firm-wide marketing initiatives for all offices and practices, Deborah has developed internal and external communications programs and created a public relations and media program. Deborah received her B.A. from Southern Methodist University and her Paralegal Certificate from Southwestern Paralegal Institute. She has furthered her studies at Rice University and has taken several classes in pursuit of a Masters in Theology from Perkins School of Theology, Southern Methodist University.

Dana Gray is the firmwide Manager of Professional Development at Faegre Baker Daniels LLP in Minneapolis. Ms. Gray has more than 15 years of management experience in the areas of law firm recruiting, lateral hiring and integration, lawyer training and professional development and diversity and inclusion. In her current role, she manages attorney professional development, the firm's advisor program, lateral partner integration, and the associate evaluation process. Ms. Gray has participated on numerous panels and speaking engagements on the topics of recruiting, interviewing, diversity and lawyer career development. In addition to NALP, she is actively involved in the Minnesota Legal Career

2015 PDI Speaker Biographies

Professionals City Group, the Minnesota Minority Recruitment Conference and Twin Cities Diversity in Practice.

Christine Guard Christine Guard is the Director of Career Services at the Mercer University School of Law. At Mercer, Ms. Guard manages the career services and professional development programming, interview program and job fair activities of the office. Prior to joining Mercer, Ms. Guard served as a J.D. Placement Advisor at Florida State University College of Law, where she counseled third year students and graduates regarding job search skills and strategies, presented programs specifically aimed at third year students, and presented career specific programs in the Summer for Undergraduates Program. Ms. Guard worked as a Florida attorney for more than 14 years beginning her career as an Assistant Public Defender and with a small firm. Ms. Guard served as Senior Assistant General Counsel at the Florida Department of Environmental Protection litigating for the Public Land's Section and conducting many of the sections educational presentations for agency clients. Ms. Guard left the Florida Attorney General's Office where she served as an Assistant Attorney General in the agency's Tallahassee Criminal Appeals Bureau for more than six years to join Mercer. In addition to her appellate caseload, Ms. Guard led the bureau's intern program. Ms. Guard serves as a vice-chair for the Florida Bar's Criminal Procedure Rules Committee. Ms. Guard received her Bachelor of Arts Degree in Political Science from Florida State University in 1994 and her Juris Doctor from the Tulane University School of Law in 1999, where she served on the Tulane Maritime Law Journal and Tulane Environmental Law Journal.

Amy Sladczyk Hancock serves as the Director of Professional Development for Andrews Kurth. She plans, designs and implements all Attorney Professional Development, Training, Continuing Legal Education, Orientation, Integration and Mentoring programs and identifies associate concerns relating to development, compensation, quality-of-life, work and other employment-related issues. Working closely with firm leadership, Practice Group Coordinators and the firm's Associates, Women's Initiatives, Diversity and Recruiting Committees, Amy also acts as an "ombudsman" for Associates, raising associate-related issues with firm management and when necessary, acting as an anonymous communication link for them. She is also available to address issues for new attorneys as they make the transition from law student to law practitioner at the firm and integrate into the legal arena in general. 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, a national mock trial participant and winner, a Texas Law Fellowship recipient, and served as the Law Day Coordinator for the Student Recruitment and Orientation Committee.

Robert Holland is an attorney and the Principal of Praetium Law, PC, where he specializes in written advocacy at the appellate and trial court levels and coaches attorneys on how to take their written advocacy capabilities from good to stellar. Robert has more than 20 years of experience in appellate and complex commercial litigation, and in training attorneys to maximize their written advocacy and other professional skills. After his graduation from UC Berkeley law school and a judicial clerkship with the United States Court of Appeals for the Ninth Circuit, Robert joined the law firm Sidley Austin LLP in 1994, where he practiced as an associate until 2001 and as a partner until 2014. While at Sidley, Robert consistently obtained extraordinary results for his clients in a broad array of litigation matters, saving or recovering amounts totaling in the billions of dollars. In addition, as a supervising partner on numerous cases and co-head of attorney training at the firm for more than twelve years, he mentored and trained scores of attorneys in litigation skills and professional development.

Marsha Hunter, a specialist in legal communication, trains attorneys to speak confidently and persuasively in all settings. Under her guidance, trial lawyers sharpen their advocacy skills and transactional attorneys refine their presentations, becoming more articulate, fluent, and eloquent. Hunter teaches lawyers, and only lawyers, in the arts of oral advocacy and public and professional speaking. As a principal in Johnson and Hunter, Inc., Hunter has legal clients in the United States, Canada, Australia, and Europe. She teaches communication skills for the National Institute for Trial Advocacy, the U. S. Department of Justice, elite law firms, and bar associations and law societies from Belfast to Tasmania. Hunter has published articles in numerous legal publications, including the American Bar Association Section of Litigation's *The Woman Advocate*, the *Texas Bar Journal*, *PD Quarterly*, *NALP Bulletin*, and others. She posts on *The Articulate Attorney* blog on topics ranging from how celebrities gesture to the art of speaking within your own natural vocal pitch and inflection. Marsha Hunter and Brian K. Johnson are co-authors of *The Articulate Advocate: New Techniques of Persuasion for Trial Lawyers* (Crown King Books, 2009), a 2010 Silver Medal winner in the Benjamin Franklin Awards from the Independent Book Publishers Association, and *The Articulate Attorney: Public Speaking for Lawyers* (Crown King Books, 2010; second edition 2013). Their third book, *Articulate Witness: An illustrated guide to testifying confidently under oath* was released in January, 2015. Their *Mock Trial Coach's Bundle*, an affordable resource for mock trial coaches, is available at www.johnson-hunter.com.

Jathan Janove is the Director of Employee Engagement for Ogletree Deakins and an adjunct consultant with Loeb Consulting Group, LLC. After 25 years of practicing labor and employment law, Jathan now applies his experience, knowledge and skills to help organizations build leaders and improve performance, accountability and employee engagement. As an engaging facilitator, Jathan leads workshops and retreats for leaders at all levels on topics including leadership, organization development, strategic planning, the HR-Operations partnership, and employee engagement. After completing law school practicing workplace law and founding and managing a law firm, Jathan followed his passion to help individuals and organizations achieve positive growth and change. As a result, Jathan honed his training, coaching, instructional design and facilitation skills, and began a career as an engaging facilitator, trainer, coach, consultant and author. A graduate of the University of the Chicago Law School and Indiana University, Jathan is a member of the National Speakers Association, the Association of Talent Development, the Oregon Organization Development Network, SHRM's Preferred Speaker group, and is a frequent contributor to *HR Magazine*.

Tony King a qualified solicitor, Tony taught at The College of Law, London (now the University of Law) for several years and practiced as a tax lawyer with one of the firms which merged to create Clifford Chance. Tony was involved in education, training and professional development at Clifford Chance from 1988 until he retired as the Director, Clifford Chance Academy, Clifford Chance LLP in July 2014. He was instrumental in introducing the Firm's extensive global programme of legal-technical and business skills programmes for people at all levels in the Firm. He worked on the Firm's competencies and all the HR processes which go with them (appraisals, career and performance management etc). He also put in place the Firm's structure of development and assessment centres for its lawyers from graduate recruits up to and including candidates for partnership. Tony is the Immediate Past Chair of the City of London Law Society's Training Committee, the Immediate Past Chair of The Law Society of England & Wales' Education & Training Committee and a member of the Advisory Board of the

2015 PDI Speaker Biographies

International Bar Association's Academic & Professional Development Committee. He has spoken at conferences around the world as well having written extensively on professional development topics.

Jody Rosen Knower Knower leads Sidley's firmwide Lawyer Training & Professional Development team. She has more than 15 years' experience working with lawyers and law students in education, career planning, professional development and talent management. Jody has taught or facilitated programs on writing, negotiation, active listening, networking, career management and effective self-presentation, and she frequently moderates panel discussions on career success and satisfaction for lawyers. For the past three years, Jody has served on the panel of judges for Chief Learning Officer magazine's LearningElite ranking and benchmarking program. Prior to joining Sidley, she held positions at Heller Ehrman LLP, the University of California - Berkeley School of Law (Boalt Hall) and New York University's Public Interest Law Center. Jody earned a J.D. from New York University School of Law, an M.S. from Columbia University Graduate School of Journalism and a B.A. from the University of Pennsylvania. She is a member of the New York City Bar Association Committee on Career Advancement and Management.

Carla Landry is a Senior Consultant with LawVision Group. She has worked in the legal industry, both in-house and as a consultant, for more than 20 years. Carla advises law firms on a variety of financial, strategic, and operational issues. Together with a colleague and a team of certified Project Management Professionals (PMPs), Carla created the first project management certification program designed for the legal profession and launched the first online courses in legal project management. She coaches legal teams on implementing legal project management techniques into their matters. Carla is also a certified Yellow Belt in Lean Sigma/Process Improvement for Law Firms and has worked with firms to identify cost savings opportunities through streamlining the delivery of legal services and improving existing processes. Carla developed an e-learning course in law firm finance for the Practising Law Institute (PLI) and was an adjunct faculty member at George Washington University, teaching Economics and Profitability of Law Firms as part of a master's program in law firm management. Prior to joining LawVision Group, Carla was a Senior Director in the Law Firm Strategy and Structure Practice of Hildebrandt Baker Robbins. Her earlier consulting experience included working as a manager in PricewaterhouseCoopers LLP's Legal Systems group. In that capacity, she served as a project manager leading an international, multi-disciplinary team responsible for the analytical and diagnostic processes related to an investigative database.

Linda Lee is the Corporate Associate Staffing Manager at Wilson Sonsini Goodrich & Rosati (WSGR), where she manages Launch, an innovative program that focuses on the development of WSGR's junior corporate associates through purposeful work allocation, consistent performance feedback, mentoring, and 1-on-1 coaching. Ms. Lee works closely with the firm's training, recruiting, human resources, and talent management leaders to help guide and optimize the career development of the firm's youngest corporate attorneys. Ms. Lee also serves as the firm's internal career coach, helping associates at all levels and across all practices drive their professional development. Prior to shifting her focus to attorney development, Ms. Lee was a corporate associate at Shearman & Sterling and a technology transactions associate at WSGR. Ms. Lee received her JD from Stanford Law School in 1998 and her BA in Economics from Wellesley College in 1994.

Sang Lee is the Founder and Owner of SJL Attorney Search and serves as the Chief Executive Officer of SJL Shannon, a professional development firm that provides strategic consulting, training, coaching and

2015 PDI Speaker Biographies

counseling services for attorneys at global, national and boutique firms in New York, Washington, DC, Illinois, California, Massachusetts and Pennsylvania. Committed to the imperative of active legal career management, Sang began her career as a legal recruiter in 1998. After thoughtful cultivation and management of her own career, Sang has emerged as a critical advisor, consultant and trainer for Am Law 200 firms and other sophisticated legal employers. Sang has been invited to share her expertise at law firm partner retreats, recruiting organizations and city bar committees and has created programming for various National Association for Law Placement (NALP) and Professional Development Institute (PDI) Educational Conferences on a range of topics including Law Firm Branding; Talent Retention; Working Strategically with Recruiting Professionals; and Partner Morale. She has moderated panels on the Recruitment and Retention of Diverse Attorneys and was a featured speaker on the imperative of professional development for law firm administrators at the New York City Recruiters' Association (NYCRA) Inaugural Educational Mini-Conference. Sang holds degrees from Brown University and Georgetown University Law Center. She clerked on the Court of Appeals for the District of Columbia and worked as a corporate lawyer with two global law firms before becoming a legal recruiter. She launched SJL Attorney Search in 2004 and oversaw its swift emergence as one of New York's premiere recruiting companies before she acquired the professional development firm formerly known as Shannon & Manch and rebranded the company SJL Shannon. Sang sits on the Board of Directors for Girls Write Now, an organization that is dedicated to nurturing and promoting young girls in New York City's public high schools who aspire to become professional writers. For more information on Girls Write Now, please visit www.girlswritenow.org.

Jennifer Leonard joined Penn Law as the Director of the Center on Professionalism and Associate Director for Professional Development in 2013. Jennifer is a 2004 graduate of Penn Law School and a 2000 graduate of Penn State University, where she earned a Bachelor's Degree with high honors in Political Science and a minor in Spanish. Before returning to Penn Law, Jennifer served as the Chief of Staff for the City of Philadelphia Law Department, a full-service law office that provides civil legal representation to the Mayor's Office, Philadelphia City Council and dozens of other City departments and agencies. Before working for the City, Jennifer was an associate with Montgomery, McCracken, Walker & Rhoads in Philadelphia, where her practice focused on complex commercial litigation. After she graduated from Penn Law, Jennifer served as a law clerk to Justice Russell M. Nigro of the Pennsylvania Supreme Court.

Norm Letalik is Borden Ladner Gervais' Managing Director, Professional Excellence. His responsibilities include recruitment, mentoring, performance evaluations, continuing education, knowledge management and professional development, which comprise BLG's Professional Excellence Program. Norm is a Fellow of the College of Law Practice Management and was on the Canadian Bar Association's Futures Task Force, which provided recommendations on the future of legal education and training in Canada. Prior to practicing law, Norm was a law professor at Dalhousie University (1980-86) and the National University of Singapore (1986-88). Norm is an adjunct professor at the University of Toronto Law School, where he lectures in the Global Professional LL.M. Program. Norm was called to the bar of Ontario in 1989 and was added to the rolls as a solicitor in England and Wales in 1998. Norm is also a litigation partner practicing in the fields of product liability, class actions, maritime and shipping law. He is the National Leader of BLG's Auto Industry Focus Group. Norm is listed in Best Lawyers in Canada for product liability law and in Lexpert and Who's Who Legal for maritime and shipping law. Norm is the

2015 PDI Speaker Biographies

past National Head of the following BLG focus groups: Product Liability, Information Technology, International and ADR.

Aileen Leventon for over 30 years, hehas provided advisory, training and coaching services to lawyers to improve their effectiveness: as substantive practitioners, in developing business management skills, and in identifying alternatives to traditional one-way training programs. Since 2005 she has worked with senior in-house counsel, professional development chiefs and law firm leaders (both practicing lawyers and members of firm management) to promote the adoption of project management practices to improve client service, teamwork and the economics of legal matters. Aileen draws on her experience as an associate in an AmLaw 50 law firm, a practicing in-house counsel, a leader of professional development for inhouse lawyers in a global financial services company and a partner at PricewaterhouseCoopers, as well as an entrepreneur.

Natalie Loeb is the founder of Loeb Consulting Group, LLC, a certified woman owned business dedicated to developing leaders. In addition to being a successful business leader, Natalie is a leadership coach and facilitator with over 20 years of experience working with leaders at all levels. Natalie coaches Partners, associates, new and seasoned managers and CEOs. The common theme amongst all clients is a willingness to move out of their comfort zones, reach new heights and have a larger more sustainable and positive impact on those around them and their firms. Natalie came out of the gate dedicated to helping others to be successful. After completing her undergraduate degree in Psychology, she pursued her graduate degree in Industrial/Organizational Psychology (I/O) while working full time as a member of the Human Resources team at Skadden, Arps, Slate, Meagher & Flom LLP in New York City. While employed for over ten years at Skadden, Natalie combined her experience in employee relations, training and development and her I/O course work to develop legal managers into highly competent and confident leaders. Natalie's passion continues to be building leaders. By growing and leading her business, she challenges herself everyday as a leader and brings those experiences into every coaching, training and speaking engagement.

Kristine McKinney is an expert in leading cultural change in organizations to help better reflect their values. As the director of diversity and inclusion at Faegre Baker Daniels, she leads firmwide efforts to attract, retain and advance a workforce that embraces and celebrates diversity and inclusion. During her time at Faegre Baker Daniels, the firm was named a "Best Law Firm for Women" by Working Mother Media and Flex-Time Lawyers, received Gold Standard Certification by Women in Law Empowerment Forum, was recognized by the Center for Legal Inclusiveness as an "Outstanding Law Firm Member," and received 100 percent on the Human Rights Campaign Corporate Equality Index. In her previous role as firmwide diversity manager at Kirkland & Ellis, the firm rose 24 spots to number 37 on the Minority Law Journal Diversity Scorecard, received the first-ever "Award for Workplace Equality Innovation" by the Human Rights Campaign and was included in the inaugural list of the best law firms for women in Working Mother magazine. Kristine has shared her knowledge and talents through serving on professional boards and committees, writing and submitting articles, and speaking at conferences and community events. She has been actively involved with numerous organizations including Twin Cities Diversity in Practice, the Center for Legal Inclusiveness, NALP and the Association of Law Firm Diversity Professionals. Kristine received her B.A. in Communication Studies from the University of Minnesota and her M.S. in Learning and Organizational Change from Northwestern University.

Sharon Meit Abrahams is the national director, professional development for Foley & Lardner LLP. She has over twenty-five years of experience in the training and education field specializing in client relations, marketing, communication skills, management development and leadership training. Dr. Abrahams has conducted seminars for the American Bar Association, NALP, ALI-ABA, multiple bar associations, Harvard, Yale, Northwestern and Cornell Law Schools, the Association of Legal Administrators as well as for various other legal and non-legal universities and organizations. Dr. Abrahams is a prolific writer, publishing articles and books related to professional development within the legal profession. Her most recent book, *100 Plus Pointers on Business Development*, along with *100 Plus Pointers for the New Partner* and *100 Plus Pointers for New Lawyers on Adjusting to Your Job*, are published by the American Bar Association Career Resource Center. Her article "Have it Your Way: Unique Approaches to Law Firm LPM Training" appeared in *Practice Innovations* (March 2013). Dr. Abrahams currently serves on the editorial board of *Practice Innovations* a publication of Thomson-Reuters. She is the professional development column editor for the *Law Firm Partnership and Benefits Report* and on the editorial board for *Marketing the Law Firm*, both are American Legal Media (ALM) publications. Prior to these appointments she served six years on the editorial board of *Legal Management*. She is a past board member and active member of the Professional Development Consortium, the premier organization of law firm educators. Dr. Abrahams served for a decade as a faculty member for the Center for Management Development at Florida International University, teaching training and human resources courses. She also has served as an adjunct professor in the doctoral program "Organizational Leadership" at Nova Southeastern University. Dr. Abrahams has a Bachelor of Business Administration and a Master of Instructional Technology/Organizational Training from the University of Miami and earned her doctorate in adult education from Nova Southeastern University. She is an MBTI® certified practitioner.

Ginny Melvin practiced law in the finance and corporate areas for over eight years at Shearman & Sterling. She is now Counsel at Mayer Brown in charge of transactional legal education and knowledge management. In this capacity, she designs curricula and training programs for eight transactional practice groups across seven US offices, ensuring that the attorneys in these groups are taught frequently-used legal frameworks, typical and atypical issues and how to negotiate them, and current developments. She also teaches many of the associate level corporate and finance courses. She is currently working to move legal education at Mayer Brown from the now well-established "what" lawyers are learning to the "how" they are learning (and applying). To this end, she is developing before-and-after performance metrics, building in retention techniques to all of the courses, and measuring the overall effectiveness of training. In tandem with legal education, she also helps design, develop and teach many of the legal and professional skills programs at Mayer Brown. In knowledge management, she works to ensure that attorneys have access to the intellectual capital once held captive in the senior partners' minds to improve efficient delivery of client services and enhance associate productivity.

Serena Miller is a talent management expert, executive coach, blogger and former prosecutor with 15 years of practical knowledge in skills coaching and the design, implementation, and administration of attorney development programs, including onboarding, orientation, professional/management/leadership skills, mentoring, succession planning, diversity and inclusion programming, competencies and evaluations. She is also a certified administrator of the Myers Briggs Inventories and a candidate for certification by the International Coaching Federation. After beginning her career as an assistant district attorney in Brooklyn, Serena transitioned to administrative practice

2015 PDI Speaker Biographies

and has helped recruit and retain lawyers for several firms including Baker Botts, Hunton & Williams, Fried Frank and White & Case. She is a graduate of the University of Texas and the City University of New York School of Law. Now calling Houston home, Serena finds zen in cupcakes, is easily distracted by shoe stores, can spend hours with her nose in a book and loves the NY Yankees.

Paula A. Monopoli is Professor of Law at the University of Maryland School of Law where she founded the Women, Leadership & Equality Program in 2003. Professor Monopoli received her B.A. cum laude, from Yale College in 1980, and a J.D. from the University of Virginia School of Law in 1983. Prior to entering academia, she practiced law at Hawkins, Delafield and Wood, Holland & Knight and Hill & Barlow. She teaches Property, Trusts & Estates and a seminar in Gender and Leadership in the Legal Profession. Professor Monopoli's publications include Law and Leadership: Integrating Leadership Studies into the Law School Curriculum (eds. with McCarty)(Ashgate), Contemporary Approaches to Trusts and Estates (with Gary, Borison and Cahn)(Aspen), American Probate (Northeastern University Press), Gender and Constitutional Design in the Yale Law Journal, Marriage, Property and [In]Equality: Remediating ERISA's Disparate Impact on Spousal Wealth in the Yale Law Journal Online and Women and the Gendered State (with E. McDonagh) in Feminist Constitutionalism (Cambridge University Press.) Professor Monopoli is an elected member of the American Law Institute and an Academic Fellow of the American College of Trust & Estate Counsel. She held the Marbury Research Professorship from 2008 - 2011 and has twice been selected as the Outstanding Professor of the Year at the School of Law, most recently in May 2013. Professor Monopoli was also named the University Teacher of the Year at the University of Maryland Baltimore in 2013.

Jim Moore In his role as O'Melveny's Career Development Advisor, Jim provides confidential personal guidance to associates and counsel regarding all aspects of career growth and development. From assistance with formulating career plans to coaching on a wide range of career-related concerns, Jim helps attorneys develop tools and strategies to make the most of their careers and provides meaningful support. Jim brings ten years of large law firm experience to this position. Prior to joining O'Melveny as litigation counsel in 2008, he was an associate with Gray Cary (now DLA Piper) and later Thelen in the Silicon Valley office. He was honored in 2009 and 2010 as a "Rising Star" in intellectual property litigation in a survey conducted by Law & Politics Media Inc. and published in San Francisco Magazine and the Northern California edition of Super Lawyers. Jim also brings counseling experience to the table. Before becoming an attorney, he served as an admissions counselor at the University of Rhode Island and Manhattan College. Jim received his JD from The George Washington University Law School in 2001 and graduated magna cum laude and Phi Beta Kappa from the University of Rhode Island in 1988 with a B.A. in Journalism.

Terri Mottershead has worked in the legal industry for more than 30 years. She is the founding Principal of Mottershead Consulting – Change and Talent Development Strategists (www.mottersheadconsulting.com) and is also a Clinical Associate Professor and the Director of Professional Legal Training at Bond University, Faculty of Law in Australia. Terri's teaching and consultancy work focuses on innovation in the legal industry (leadership, practice management, organizational development, new and emerging skills), practical legal education, law firm talent and change management. Prior to establishing her consultancy and joining Bond Law, Terri worked in-house in attorney talent management in Asia and for AmLaw 100 law firms in the US, practiced law in Australia and Hong Kong, and worked in Hong Kong as a law school academic and consultant. Terri is a frequent contributor to legal industry publications, blogs and refereed journals including her own MC

2015 PDI Speaker Biographies

Blog and as a founding contributor to the Talent Think Tank Blog. Terri was the general editor and contributing author for *The Art and Science of Strategic Talent Management in Law Firms* (West, 2010) and will do that all over again for a new multi-authored book tentatively titled *Innovating Talent Management in Law Firms* (ABA, 2015). Terri holds a Bachelor of Laws (with honours) and a Graduate Diploma in Legal Practice, both from the Queensland Institute of Technology in Australia; a Master of Laws from the University of Queensland in Australia; and a Master of Business Administration (with distinction) from the University of Wales.

Kathleen Nalty has 13 years of experience in diversity and inclusiveness in the legal industry. Currently, she has her own consulting practice (Kathleen Nalty Consulting, LLC). She specializes in assisting legal organizations in creating inclusive workplaces to retain, develop and advance diverse talent. She has assisted dozens of legal organizations in their implementation of inclusiveness initiatives, including law firms, government legal offices, and law departments. Kathleen has authored an upcoming book on D+I for law firm leaders: *“Going All-In on Diversity & Inclusion: The Law Firm Leaders’ Playbook.”* Previously, Kathleen founded the Center for Legal Inclusiveness (CLI) in Denver, Colorado and led the nonprofit as its Executive Director from October 2007 through January 2013. In this role, Kathleen developed the only “how to” manual for legal organizations that has a comprehensive step-by-step process for removing hidden barriers to retention and creating an inclusive workplace. Kathleen also conducted 10 half-day training sessions across the U.S. in 2012 for the Minority Corporate Counsel Association as part of its Academy of Diversity & Inclusion. Kathleen received her B.A. from the University of Denver and her J.D. from the University of Colorado Law School. Early in her legal career she clerked for a federal judge and worked as a federal civil rights prosecutor for the U.S. Department of Justice in Washington, DC where she prosecuted hate crimes, slavery and police brutality cases. She has received numerous awards for her leadership in legal diversity and inclusiveness from several organizations. Contact Kathleen at kathleen@kathleennaltyconsulting.com.

Kay Nash is currently the Chief Legal Talent Officer at Wiley Rein LLP in Washington, DC, where she leads the recruiting, professional development, legal personnel and diversity efforts for the firm’s 275 lawyers and legal assistants. Her responsibilities include the development and management of partner and associate professional development programs, associate evaluations and advancement, and associate workload management. Kay also works alongside firm management to implement the firm’s strategic plan in the areas of talent management, practice management and social responsibility. Kay is a dedicated member of NALP, having previously served on the Board of Directors from 2012-2014 and in other leadership roles. She is also an active member of the Professional Development Consortium.

Orly N. Nhaissi is a Professional Development Manager at McKinsey & Company in New York, where she works with consultants to help them achieve their career goals. From May 2011 to June 2014, she was an Attorney Development Manager in Goodwin Procter LLP’s New York office. Previously she was a litigation associate at O’Melveny & Myers LLP where she focused on antitrust, bankruptcy, white collar and general business litigation matters. She also clerked for the Honorable Martin Glenn in the U.S. Bankruptcy Court for the Southern District of New York (2006-2007). Orly received her J.D. magna cum laude from Brooklyn Law School in 2006, and her B.A. from Barnard College in 2001.

Carolyn Older Bortner is the Director of Lawyer Development at Orrick, Herrington & Sutcliffe LLP. Carolyn leads the performance review and bonus process for all associates and of counsel, oversees attorney training and development, including the design and development of intensive training

2015 PDI Speaker Biographies

academies for all associate levels, and develops morale and retention programs. Since her tenure at Orrick, Carolyn has played a key role in developing and implementing Orrick's merit-based talent model. Most recently, Carolyn has worked to implement a business development coaching initiative for partners. Prior to joining Orrick, Carolyn was the Manager of Professional Development & Associate Life and the Manager of Legal Recruiting at Clifford Chance. She also practiced as a litigator and worked in the placement offices of NYU and Cardozo Law Schools. Carolyn holds a B.A. and a J.D. from the University of Pennsylvania.

Susan Osnato is the Director of Legal Personnel & Professional Development at Simpson Thacher & Bartlett LLP. Her responsibilities include the firm-wide management of associate development programs and initiatives, including the attorney evaluation processes, mentoring programs, work allocation systems, training and developmental programs and overall integration efforts at Simpson. She provides attorneys with support and direction in the development of their careers. She also collaborates closely with the Diversity and the Women's Committee to advance the firm's diversity agenda. Susan received her M.A. in Organizational Psychology from Columbia University Teachers College and her B.A. from Washington and Lee University.

Molly Peckman is Dechert LLP's Global Director of Legal Talent. She has over 25 years of law firm experience and is responsible for building and oversight of an integrated Legal Talent Department, including attorney training and development; legal personnel matters including associate evaluations and compensation; new and lateral associate orientation and integration, and alumni relations for Dechert's 950+ lawyers and alumni worldwide. Prior to joining Dechert, Molly led another firm's professional development program for five years and, before that, she was a trial lawyer in Philadelphia, practicing in the areas of commercial, medical malpractice and employment litigation. Prior to her legal career, Molly worked in the field of public relations. Molly served for two years as chair of the Lawyer Professional Development Section of NALP and held a number of leadership positions with the Philadelphia Bar Association including serving as chair or co chair of the Bench Bar Annual Conference, the Women in Profession Committee, the Young Lawyers Division Section, and the Membership Committee; and as Editor in Chief of the Bar Association's newspaper. She is a member of the Professional Development Consortium, NALP, the ABA, the Philadelphia and Pennsylvania Bar Associations and other legal organizations. Molly is a frequent writer and lecturer on legal talent management and law firm life. She was a monthly columnist for *The Legal Intelligencer*, and for ten years wrote "The Pecking Order," a column about law firm and associate life. She also has written for *The National Law Journal*, *The New York Law Journal*, *The NALP Bulletin* and *The Legal Times*. Molly maintains a pro bono practice and is involved in a number of organizations dedicated to community service. She has been recognized for her work on behalf of neglected and abused children. Molly is a graduate of Temple University's School of Communications and Theater, B.A., cum laude, 1986 and Temple University School of Law, J.D., 1992.

Jeanne Picht's background and knowledge are in business and the legal industry where she has extensive experience strategically integrating organizational development and human capital initiatives, including employee recruitment, workforce planning, change management, learning and development, evaluation and advancement, engagement, retention, and diversity and inclusion initiatives. She specializes in designing comprehensive strategies and detailed action and project plans to deliver tangible results. Jeanne also is skilled in developing, recommending, and executing strategic plans aligned with organizational objectives, as well as in reengineering and improving business processes,

2015 PDI Speaker Biographies

policies, and procedures. In addition, she has broad experience coaching individuals for career and personal success and identifying high potentials for management. Jeanne writes and speaks frequently for local and national legal organizations and she has served in leadership roles within NALP and the PDC, leading legal recruitment and lawyer development organizations. In addition, she continues to be closely involved with the Indiana University Law School Alumni Board as a member of the Executive Committee and currently serves on the Editorial Board for the ABA's Law Practice Magazine.

Jennifer Rakstad is the Career Development Advisor (US) at Mayer Brown LLP. Jennifer is a certified coach through the Hudson Institute of Coaching and International Coach Federation (Associate Certified Coach/ACC). Jennifer coaches and counsels attorneys individually and in groups on a wide variety of topics, including career planning and management, goal setting, time and stress management, and transitions to/from leave. Jennifer developed and leads Mayer Brown's career development initiatives, where she works with mid-level and senior associates to strategize about their careers and develop career and business plans. Jennifer is passionate about supporting women and diverse attorneys, and runs "Lean In" groups at Mayer Brown for women associates, participates in the firm's Women's Leadership and Diversity Committees, and is a Board Member and Treasurer for the Coalition of Women's Initiatives in Law. Jennifer is a frequent trainer and presenter at Mayer Brown on topics relating to career and professional development, and has presented at the NALP annual conference, PDI and PDC conferences, and for the Chicago Bar Association on topics relating to coaching, career planning, mentoring, and work-life issues. Prior to transitioning to her current role, Jennifer practiced in Mayer Brown's Litigation group for several years and clerked for the Honorable Jaime Pieras, Jr. of the District of Puerto Rico in 1998 - 1999.

Graziella Reis-Trani is the Alumni Program Manager for White & Case LLP. She joined the firm in 2014 after nearly 7 years as Alumni Relations Manager at Cleary Gottlieb Steen & Hamilton LLP. Graziella is incoming Chair of NALP's Legal Employer Alumni Relations section and also runs a professional group called CAPE (Corporate Alumni Programs Exchange) that brings together alumni relations professionals for the exchange of best practices and networking opportunities. Graziella has a B.A. from Tufts University and an M.A. from American University, and currently lives in Manhattan.

Michelle Cotter Richards is passionate about helping attorneys take charge of their own careers and become better leaders by identifying and leveraging their unique strengths. She started MCR Strategies so that she could focus on working with clients to develop their business development, interpersonal, leadership and management skills. Previously, Michelle advised attorneys in transition about all aspects of career strategy as a Career Consultant with Davis & Chapman. She also served as a Career Counselor and Assistant Director for The George Washington University Law School's Career Development Office. Michelle started out her career as a lawyer, and worked as a litigator for Howrey LLP, an Assistant General Counsel for MCI, Inc. and as the number two lawyer for a privately-held media company. She received her Bachelor's Degree from Fordham University, and her J.D., with Honors, from The George Washington University Law School. Michelle is a certified Myers-Briggs Type Indicator (MBTI) practitioner and is certified as a coach through the ICF.

Sean Romanoff is part of Exec-Comm's law firm practice and also consults with a wide variety of other clients that span insurance, professional services, and banking & finance. He trains and coaches people on presenting and public speaking, business writing, and business development. He uses this expertise

2015 PDI Speaker Biographies

to help clients communicate more effectively by focusing on their audience instead of themselves. The goal is to help people deliver complex ideas clearly and with stronger presence so their messages have greater impact. After working as an attorney in general practice, Sean taught graduate and undergraduate level writing, presenting, and public speaking courses at Fairleigh Dickinson University. He focused on key concepts like voice, clarity, and persuasion, and taught students to manage their own reactions to the stress of speaking in front of others. In addition to his teaching, Sean also worked as a freelance copywriter and marketing consultant where he helped organizations of all sizes communicate using genuine, authentic language so they not only added clients – but built a loyal community. As a freelance copywriter, he wrote for organizations like ADP, Pearson Education, and Seton Hall Law School. Sean earned his JD from Rutgers School of Law after receiving his BA with honors from the Ohio State University. When he's not helping clients, Sean enjoys spending time with his family and pursuing his twin passions of reading and writing. He lives in Maplewood, New Jersey with his wife, son, daughter, and two dogs.

Christopher Rousseau is the Director of Research and Development for PLI. He is responsible for introducing new educational initiatives and innovations in instructional design for PLI. Prior to joining PLI, Chris's roles included Vice President of Publishing Systems and Mobile Strategy for McGraw-Hill Education. Prior to McGraw-Hill Education, Chris was CIO at BusinessWeek, Vice President of software development at Standard & Poors and a senior associate at Booz, Allen & Hamilton. Chris has a BA from Johns Hopkins University.

Jessica Salvaterra Grondine has been working in the field of lawyer recruitment and professional development for 15 years. Her career has provided broad exposure to a variety of talent management functions, including hiring, training and evaluating lawyers, as well as general human resources. Jessica is currently responsible for lawyer development at Arent Fox LLP and spends much of her time designing and implementing initiatives intended to integrate and educate the firm's attorneys. She is on a mission to make training more engaging and relevant, and is focused on guiding her attorneys to develop a library of home grown practice based courses to teach legal skills with a learn by doing approach. Jessica previously managed the firm's law student recruitment function, including the summer associate and diversity scholarship programs. To expand her human resources expertise and skills, Jessica earned her SPHR and SHRM-SCP certifications. Jessica has designed and delivered workshops on a variety of topics including adult learning, business development, management skills, networking, performance reviews, recruiting and social media. Jessica earned her Bachelor's degree in education from Penn State University.

Stephanie Sanders is a patent attorney specializing in computer and electrical technologies. Her experience includes handling all aspects of patent prosecution in the U.S. and before patent offices abroad. Prior to becoming an attorney, Stephanie was a Patent Examiner in the computer processor art at the U.S. Patent and Trademark Office. In her current role as IP Training Manager at Finnegan, Henderson, Farabow, Garrett & Dunner, LLP, Stephanie brings her experience to bear in advising and training attorneys and staff on all aspects of patent prosecution and practice before the U.S. Patent and Trademark Office. Stephanie holds a Graduate Certificate in Career and Workforce Development from The George Washington University Graduate School of Education and Human Development. She is a 2005 graduate of The George Washington University Law School and holds a B.S. in Computer Engineering from SUNY Binghamton.

2015 PDI Speaker Biographies

Paula Schauwecker (pronounced “Shaw – wek – er”) is a principal at the law firm of Beveridge & Diamond PC. Paula earned her JD at Pace University School of Law, where she also currently serves as Adjunct Professor, and her Masters of Environmental Management at Yale School of Forestry & Environmental Studies. Ms. Schauwecker serves as the Firm's Diversity & Inclusion Shareholder and Co-Chair of the Diversity & Inclusion Committee. Her practice focuses on complex toxic tort and environmental litigation where she represents clients in the oil and gas, manufacturing and chemical industries. She specializes in cases concerning impacts to groundwater and works extensively with experts in hydrogeology, remediation, toxicology and related fields. Paula is an avid golfer and member of Board of the Executive Women’s Golf Association, Westchester County chapter, a non-profit organization that supports women’s and girls’ leadership development through golf. She also serves on the Board of Directors of the Victory Institute, a non-profit organization, which trains and supports LGBT candidates for public office.

Laura Shields was recently named Executive Director, Programs at Practising Law Institute, where she is now responsible for the oversight of the Program Department. Previously, Laura served as Director of Programs at PLI in New York where she assisted in managing the department, while also coordinating programs in the corporate and securities area. Before being named Director, Laura held the position of Assistant Director, Programs and Program Attorney. Prior to joining PLI, Laura spent four years as Assistant Director, Research and Development for the American Law Institute-American Bar Association (ALI-ABA), as well as Assistant Staff Director for ALI-ABA In-House. Prior to her work in CLE, she was a litigation associate at the aviation law firm of Wolk & Genter in Philadelphia. She received her B.A. from the University of Delaware and J.D. from Villanova University School of Law. Laura was admitted to the Pennsylvania and New Jersey Bars.

Luevenia Sterling is the Director of Professional Development at the University of Miami School of Law, where she helps law students and attorneys discover their unique gifts and talents, and design career paths that inspire them. Luevenia creates professional development and leadership training, provides career coaching, and offers ongoing support and accountability for students and alumni with the objectives of expanding self-awareness and establishing professional goals. Prior to joining the University of Miami, Luevenia graduated from the University of Pennsylvania Law School in 2000, and began her career as a commercial real estate attorney with large law firms in New York and Miami. She later worked as in-house counsel for a Miami developer and as a career coach with a Miami non-profit. Luevenia is certified as a coach by the International Coach Federation. At the University of Miami, Luevenia collaborates with university stakeholders and conducts university-wide training for students, alumni and staff, including facilitating The 7 Habits of Highly Effective People program by FranklinCovey. At the law school, she leads students, faculty, and staff in weekly guided mindfulness meditation as a Faculty Facilitator with the Mindfulness in Law Program. Luevenia has completed several mindfulness trainings including a Mindfulness-Based Stress Reduction (MBSR) course, a comprehensive mindful teacher training program, and a ten-day silent Vipassana retreat. She enjoys the benefits of consistent meditation and yoga practices, and is a proponent of wellness initiatives and contemplative practices in the workplace.

Karen Thornton is an associate professor of legal writing and coordinator of the Upper Level Writing Program at The George Washington University Law School. Before joining the GW Law faculty in 2009, she was a deputy assistant general counsel at the U.S. Government Accountability Office. Earlier in her career, she served as an Army JAG officer in the U.S. Army Corps of Engineers honors program and

2015 PDI Speaker Biographies

clerked on the U.S. Court of Appeals for the Armed Forces. Karen has made presentations at the Legal Writing Institute Conference and several regional conferences, and has published a number of pieces in legal writing journals. Karen earned her B.A. magna cum laude from Providence College, her J.D. from Georgetown University Law Center, and an LL.M. in Federal Procurement Law with Highest Honors from The George Washington University Law School.

Lane Winter Vanderslice provides strategic advice to law firm leaders on leadership development, talent management, assessment, hiring and diversity. Lane has trained lawyers at global, national and regional firms on a variety of topics, including active career management, mentoring, coaching skills, leading teams, networking and relationship management. Lane has led strategic planning initiatives for firms and legal organizations. In addition, Lane provides coaching, career counseling and career transition counseling services to partners, associates and professional development specialists. Prior to joining SJL Shannon, Lane was the Special Assistant to the Chairman of Mayer Brown, a role he assumed after serving as the firm's full-time Partner for Associate Development and Recruiting for seven years. Previously, Lane was a practicing real estate lawyer at the firm. At Mayer Brown, Lane created the first in-house coaching/career counseling program at a U.S. law firm. In addition, Lane served as Director of the Mentorship Academy for the Chicago Committee for Minorities in Large Law Firms. Lane graduated from Columbia University School of Law. After Law School, Lane clerked for Judge Walter J. Cummings of the Seventh Circuit Court of Appeals.

Scott Westfahl is the Faculty Director of Executive Education and a Professor of Practice at Harvard Law School. As the Faculty Director of HLS Executive Education, he leads the law school's effort to support and develop lawyers across the arc of their careers, particularly as they advance to new levels of leadership and responsibility. He also teaches in Executive Education's global leadership programs, focusing on leadership, motivation and development of professionals, and organizational alignment. Within the law school's J.D. curriculum, he teaches courses on problem solving, teams, networks and innovation. Prior to joining the Harvard faculty, Professor Westfahl served for nine years as the Director of Professional Development at Goodwin Procter LLP, spent six years leading professional development for the Washington, D.C. office of McKinsey & Company and practiced law with Foley & Lardner for ten years. He is a graduate of Dartmouth College and Harvard Law School.

Annie Westover is a Business Development Director for Goodwin Procter's Litigation Department. She is responsible for providing national business development and marketing support to the firm's Litigation Department, including the Securities Litigation & SEC Enforcement, White Collar Crime & Government Investigations and Consumer Financial Services Litigation practices. Serving in various business development roles since 2001, Ms. Westover has worked with a number of AmLaw 100 firms. Prior to joining Goodwin Procter, she was an Assistant Director of Business Development at Mayer Brown LLP. She also provided business development and marketing support for the litigation departments at Covington & Burling LLP and Foley & Lardner LLP. Ms. Westover received her B.A. in English from The College of William & Mary.

Precious Williams Owodunni is a trusted advisor to business and law firm leaders. Precious advises, coaches, and trains emerging and senior leaders, because she believes everyone in a business can contribute to profitable growth. Before establishing Mountaintop Consulting, Precious was a Vice President at Goldman, Sachs & Co., where she made private equity investments in high growth companies. She led her group's investing and business development efforts in numerous Southern

2015 PDI Speaker Biographies

markets and served on the board of several portfolio companies. Precious began her Goldman career as an investment banker in the Mergers & Strategic Advisory Group, where she advised oil and gas, oilfield services, power, consumer/retail and industrial companies on mergers, acquisitions, and corporate finance matters. Precious graduated with honors from Yale University and received her J.D. from Yale Law School. She has served as a board member of numerous private companies, nonprofit organizations, and industry associations. Precious speaks frequently on business development, personal branding, entrepreneurship, career management, and leadership.

Chiara Wrocinski, Firm Wide Director of Alumni Engagement at Kirkland & Ellis, is an experienced corporate HR professional with a marketing background. Chiara has been working specifically in alumni relations for the majority of her career at both corporate and educational organizations. Prior to Kirkland, Chiara spent almost seven years at Deloitte as a member of their national alumni relations team leading all alumni initiatives for approximately 30 offices. She was instrumental in building many elements of their national U.S. alumni program which reached over 150,000 alumni. Chiara has also served as the Director of Alumni Relations for St. Ignatius College Prep in Chicago and has worked in marketing and sales within the design industry. She began her career as an AmeriCorps volunteer immediately after graduation from Saint Mary's College in Notre Dame, IN where she studied Sociology and Art History. Chiara currently resides in Logan Square neighborhood of Chicago with her husband and six year old daughter.

Sheri M. Zachary is the firm-wide Director of Career Development for Saul Ewing LLP, a firm with eleven offices throughout the mid-Atlantic region. As Director of Career Development, Ms. Zachary is responsible for building upon and implementing Saul Ewing's comprehensive strategy for long-term attorney career development and retention in furtherance of the firm's vision and strategic plan. Ms. Zachary is the Chair of the Firm's Career Development Committee, and works closely with the Diversity, Evaluation, Hiring, and Pro Bono Committees. Her responsibilities include design and implementation of programs, policies and processes in connection with the Firm's career development initiatives and the attorney evaluation process, including the mentoring program, the career development plan program, continuing legal education memberships, attorney integration, and attorney orientations. In addition, Ms. Zachary provides individual coaching to attorneys regarding career development and is actively engaged in the implementation of the Firm's key diversity and inclusion initiatives aimed at building understanding and commitment to the support of a diverse and inclusive workforce. Ms. Zachary focuses on developing and implementing internal communication strategies and fostering relationships in order to drive innovation and collaboration within the Firm. She regularly attend Firm functions and is a visible part of the Firm culture. Ms. Zachary graduated from the University of Miami School of Law and has an M.A. in Communication Media from Barry University. In addition, she holds a B.A. from the University of Delaware and a Certificate in Human Resource Management from Rutgers University Center for Management and Entrepreneurship. Ms. Zachary is currently the Board President for Partners for Kids and Family located in Burlington County, NJ and a member of the Law Practice editorial board. Prior to working at Saul Ewing, Ms. Zachary was a practicing attorney and taught Public Speaking and Effective Oral Communication at the college level.