

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

Ida Abbott, President of Ida Abbott Consulting LLC, has been helping employers develop, manage and retain legal talent since 1995. Much of her work focuses on advancing women and increasing gender balance at leadership levels in the legal profession. Ida also serves as a mentor and coach to high achieving individuals seeking professional success, and to successful senior lawyers who want to transition into new stages of life and work. An expert in mentoring, sponsorship and lawyers' professional development, Ida is a Fellow of the College of Law Practice Management and a founder and leader of numerous professional organizations, including the Professional Development Consortium, where she is now a Trusted Advisor, and the Hastings Leadership Academy for Women. She serves on several national and international professional boards and advises clients around the world, including lawyers starting a nation-wide mentoring project in the Middle East. A popular speaker and prolific author, her books include *Sponsoring Women: What Men Need to Know*, *Women on Top: The Woman's Guide to Leadership and Power in Law Firms*, *The Lawyer's Guide to Mentoring and Professional Development: The Legal Employer's Comprehensive Guide*, 2nd Edition. Her newsletter, *Management Solutions*, is available on her website, www.IdaAbbott.com.

Ruth Alexandor is a learning leader & legal education professional with more than 12 years' experience in large Toronto law firms designing, developing, and implementing education and CPD programs. In 2015, Ruth established the Professional Development Counsel, offering small and mid-sized law firms the benefits and competitive advantages that they would receive from an in-house Professional Development Director without the full-time commitment. She works with many consultants who regularly deliver training to law firms across Canada, the United States and the United Kingdom. Ruth has an honours undergraduate degree from York University, Adult Education Certification from St. Francis Xavier and holds her Certified Training & Development Professional (CTDP) Designation from the Institute for Performance and Learning.

Ruth was on PDI's 2015 planning committee and co-chaired the 2015 PDC winter meeting. In addition, she has served on the PDC Board of Directors since 2014.

Sheryl L. Axelrod, President of The Axelrod Firm, P.C., a woman-owned law firm, provides strategic, results-driven advice and representation to clients concerning their employment, bodily injury, commercial, and appellate litigation matters. Ms. Axelrod has been rated by her peers as one of the Top 100 Super Lawyers in Philadelphia, and one of the Top 50 Women Super Lawyers in Pennsylvania. She is a member of Litigation Counsel of America, an organization of top trial lawyers that accepts less than one-half of one percent of the country's lawyers. Ms. Axelrod is also a nationally and internationally published writer and speaker on issues of equality, diversity, and inclusion. At the invitation of the American Bar Association, the National Constitution Center, and the Temple University Alumni Association, among others, Ms. Axelrod has presented in-person and via webcasts. She has been published by the American Bar Association, the Minority Corporate Counsel Association, the National Association of Women Lawyers, and NAMWOLF – the National Association of Minority and Women Owned Law Firms – among others. She has been recognized by her work by, among other things, being profiled in *Profiles in Diversity Journal*; by the American Bar Association, which published a Spotlight about her; by the Temple Law Alumni Association, which awarded her its distinguished Service Award; by Ms. JD, which profiled her; and by Law360 which featured her in its Female Powerbrokers series.

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

Sandra Bang is the firm's Director of Global Legal Talent Development and leads the professional development, legal recruitment, and partner and counsel services teams. Originally from Canada, Sandra began her career in the legal industry as a litigation lawyer both in private law firms as well as in government, serving as a prosecutor for the Province of Ontario. Her passion for talent management and career coaching led her from practicing law to managing lawyers, which she has been doing for over 15 years at several different law firms in Canada and the US. Sandra has shared her expertise and experiences by participating as a speaker and panelist at various legal industry conferences and panels hosted by, among others, the New York City Bar Association, the Professional Development Consortium, the Professional Development Institute, the Association for Legal Career Professionals, and various law schools. Sandra is a certified coach, having completed the Advanced Coaching Intensive program at Columbia University. She also serves as the Vice-Chair of the Board of Directors for Girls Write Now, the first not-for-profit organization in the US with a writing and mentoring model exclusively for underserved New York City public high school girls.

Werten F. W. Bellamy, Jr. is the President of Stakeholders, Inc., a company founded in 2007 that provides training and conference resources directed to the active career management needs of corporations and service firms. His work is focused on the role individual contributors must play in driving their career outcomes and is directed to identifying the practical career and client development strategies of top performers. Werten is the President of Stakeholders, Inc., a company that delivers consulting and live training in over eighty (80) law firms and corporations, to include Accenture, John Deere, Honeywell, McDonalds Corporation, UPS, Pfizer, Microsoft, Panasonic, General Electric, Fidelity Investments, Mass Mutual, Cargill, Eli Lilly, Xcel Energy and United Healthcare. Visit www.mystakeholder.com for additional information on Stakeholders. Werten launched Stakeholders following sixteen (16) years of practice in both law firms and law departments. Werten began his career as an Associate in the Washington, D.C. office of Kutak Rock. The next twelve (12) years of his career he spent in in-house positions of increasing responsibility, at companies to include Merck & Co., Inc., Genetics Institute, Inc. and Wyeth Pharmaceuticals, Inc. Werten completed his in-house career with Celera Genomics (NYSE: CRA), the biotechnology company located in Rockville, Maryland and credited with sequencing the human genome. At Celera, Werten was the General Counsel. Werten is also a retired captain in the United States Army. Werten is a graduate of Princeton University and the University Of Virginia School Of Law.

Michele L. 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

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

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.

Rupa Bhandari after practicing law for several years, she realized her favorite part of law firm life was working with the summer associates and helping make their experience at the firm the best it could be. That opportunity plus her love of education led her to first a career in Career Services, and then a career in Student Services and higher education administration. As the Assistant Dean, Rupa focuses on helping law students develop into professionals. She and her team also focus on large academic programs (like Orientation and Commencement); ways to have a balanced/healthy life (She also manages Student Health), and individual and group resources and services (like academic planning, student leadership, and more). Students also see Rupa to discuss any moral character application concerns regarding the CA bar exam, academic advising questions, grievance concerns, or just to let her know how their experience in law school is going.

Ritu Bhasin, is the Founder and Principal of bci. She is known globally for her diversity and leadership expertise and has won a number of awards and distinctions for her work. Ritu has extensive experience in delivering programming, consulting and coaching across a range of people management areas with a focus on leadership development, diversity and inclusion, and the advancement of women. The bulk of her work is with senior management teams, boards of directors, middle management, and emerging leader groups. Previously, Ritu spent 10 years in the legal profession, first practising civil litigation and then serving for 7 years on the senior management team of a preeminent Canadian law firm as their director of legal talent. Ritu is known for her diversity and inclusion expertise in Cultural Competence and Unconscious Bias – she is certified to administer cultural competence assessment tools including the Intercultural Development Inventory (IDI) and the Intercultural Conflict Style Inventory (ICS) and is certified in Neuroscience coaching strategies for leadership growth. Ritu has coached hundreds of professionals and now coaches C-Suite leaders and other executives on building their Cultural Competence to be more inclusive. Ritu is also Co-Founder of Insayva, a platform for self-empowerment for those seeking personal and professional growth. Ritu is a regular contributor in the media, and has won several awards and distinctions reflecting her passion and commitment to her work, including the City of Toronto's 2014 William P. Hubbard Award for Race Relations.

Dan Binstock is a Partner at Garrison & Sisson, a Washington, DC-based attorney search firm, where he co-heads the Partner and Practice Group Division.

Dan is a frequent speaker on the legal market and has led presentations at conferences and law schools around the country. Dan is also the author of "The Attorney's Guide to Using (or Not Using) Legal Recruiters: Answers to important questions most attorneys don't know to ask ... but should."

With an extensive network and track record placing partners, Dan is able to connect candidates and law firms in a highly efficient and discreet manner. In addition to his day-to-day recruiting practice, Dan

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

provides consulting to law firms on effective lateral hiring strategies. Dan also serves at the Chair of the Ethics Committee of the National Association of Legal Search Consultants (NALSC).

Prior to becoming a legal recruiter in 2004, Dan practiced intellectual property law with Finnegan Henderson. He earned his J.D., magna cum laude, from Washington College of Law and his undergraduate degree in psychology from the University of Maryland, during which time he also performed as the pianist for the musical political comedy troupe, the Capitol Steps.

Rachael Bosch is the Administrator of Talent Acquisition & Development for the Washington, DC office of Paul Hastings. In this role, she is responsible for all local programming related to attorney development including the development and execution of professional skills and development training; onboarding and integration; mentoring and coaching; management of associate performance evaluations as well as local diversity and community involvement programs. Ms. Bosch also manages the recruitment of both experienced lawyers and law students to the DC office of Paul Hastings. In conjunction with the firm-wide Talent Management team, she designs and produces the summer program for the Washington office and manages the on-campus interview process for all DC area schools. She works in close collaboration with the Washington Women's Network and the firm-wide affinity groups to continue the Firm's efforts toward building an inclusive workplace for all employees. Before joining Paul Hastings, she served as the Attorney Recruiting & Development Coordinator for Skadden Arps and the Attorney Recruiting Assistant at Sutherland Asbill & Brennan both in Washington, DC. Ms. Bosch is an active member of WALRAA and served as a member of the board of directors from 2013-2014. She currently acts as a co-chair for the WALRAA committee for Mentoring & Networking.

Chasity Boyce is a co-founder of Uncolorblind, LLC, a diversity consulting company that frequently blogs about a wide range of diversity issues prevalent within the legal and corporate fields, and co-founder of the Diverse Attorney Pipeline Program (DAPP). Chasity Boyce is also Associate General Counsel to Governor Bruce Rauner, where she oversees the Governor's clemency process and serves as the Governor's legal counsel on public safety, child welfare and education issues and the legal liaison to the Departments of Corrections, Juvenile Justice, and Children and Family Services; Prisoner Review Board; State Police; State Fire Marshal; Illinois Criminal Justice Information Authority; State Board of Education and all related boards and commissions. Prior to joining the Governor's legal team, she was a senior associate at O'Hagan LLC, specializing in premises and products liability. Chasity is a Past President of the Black Women Lawyers' Association of Greater Chicago, Inc. (BWLGA), serves on the Board of Managers of the Chicago Bar Association (CBA), and is a member of the Diversity and Inclusion Advisory Board for the Illinois Supreme Court Commission on Professionalism. She is also an active member of the National Bar Association, which honored her with their prestigious 40 under 40 Nation's Best Advocates Award in 2015, and the Women's Bar Association of Illinois, which selected her to participate in the inaugural class of its Leadership Institute. Her awards and honors include being named to the Lawyers of Color Inaugural Hot List for the Midwest Region, which recognizes early- to mid-career attorneys under the age of 40; The National Black Lawyers-Top 100, the National Bar Association's 40 under 40 Nation's Best Advocates, and now the American Bar Association's Diversity Leadership Award for co-founding a pipeline program for black, female 1L law students. She earned her B.A. in Public Policy and a certificate in Markets and Management from Duke University and her J.D. from the Howard University School of Law.

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

Donna Branca has a long history of 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, her exceptional training with the Coaches Training Institute in coaching and leadership, as well as her extensive studies in Mindfulness Meditation at the University of Pennsylvania 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 organization's Philadelphia office. She provides coaching, training and career transition services for legal professionals in the Philadelphia area and Washington, DC markets. 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 is currently completing her certification in Mindfulness Meditation at the University of Pennsylvania's Program for Mindfulness Teachers. She 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.

Amber Brugnoli is the Assistant Dean for Career Services at West Virginia University College of Law. In 2014, with the support of her development office, she implemented WVU LAW's first professional development institute for students. This partnership allowed her to increase employer outreach by 300% and more than triple her programming offerings while also struggling with a decreased budget. Before coming back to WVU, Amber worked for a major firm and served in the Air Force JAG Corps. She holds a JD and MA from WVU, as well as an MS from Troy University. As an Air Force reservist, she had chaired a national council that focuses on training and strategic partnerships to better utilize resources within the reserve corps. In addition to her career services duties, she supervises students in the Clinical Law Program and coaches the Jessup International Moot Court team.

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 NALP, PDI, PDC and The New York City Bar on career strategy, business development and peak performance. 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

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

Integrative Nutrition. Diane is currently getting certified in Emotional Freedom Technique (EFT/Meridian Tapping). She practices yoga and meditation and is a second degree black belt in karate.

Angela Cruseturner is the Assistant Dean of Career Development at Baylor Law School. She joined the Career Development Office in 2011 after serving for four years as the Director of Admissions and Student Recruitment for Baylor Law School. Prior to returning to her alma mater, Angela practiced with Pakis, Giotes, Page & Burleson in Waco, Texas and served as a staff attorney for the Texas Tenth Court of Appeals. In her current position, Angela oversees the Career Development Office and is involved in all aspects of CDO services. She spends most of her time counseling students on career opportunities and conducting a variety of career information and professional development programs for students. In 2013, Angela, working closely with Baylor Law faculty, helped create and implement Baylor's mandatory Professional Development program. She also administers Baylor Law School's externship program. Angela is an active NALP member and currently serves as the Vice-Chair for Membership Development for the Law Student Professional Development Section. Angela also participates in numerous civic and professional organizations. She currently serves on the boards of the Judge Abner V. McCall American Inn of Court and the McLennan County Dispute Resolution Center.

Keya Dasgupta began her career as a lawyer, practicing for eight years as a civil litigator, with a particular focus on intellectual property law matters. Her years of practice have given her valuable insight into the learning and development needs of legal professionals. Over the past five years, Keya has developed an expertise in professional development, joining Norton Rose Fulbright's global Learning & Development team to design training curricula and deliver professional skills training programs for attorneys, business services professionals and law clerks. Keya became an Adler Trained Coach in 2014, which allows her to offer coaching support to attorneys as well as business services professionals within her organization.

Jami de Lou is the Associate Director of Talent Development, Diversity & Inclusion at Jenner & Block. Jami manages the team responsible for attorney integration, evaluations, professional development, and diversity and inclusion initiatives. Over the last twenty years, Jami has helped a variety of organizations – from law firms to collegiate athletics to academia – in their efforts to find, interview, and develop the best talent. Her experience includes interviewing, preparing and training others in interviewing, and career counseling. She also has experience in recruiting, training and instruction, curriculum development, diversity and inclusion, professional speaking, and advising. Additionally, Jami served as a practice group manager for an international legal association, where she managed business development, marketing, and special projects for thirteen practice groups. She has also taught courses in interpersonal communication, business speech and public speaking. Jami holds a Master of Arts in Speech and Interpersonal Communication from New York University, and a Bachelor of Arts in History from the University of California Los Angeles.

Christopher DeSantis 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 work with them to create user friendly solutions aligned with the company's strategic initiatives. The focus of his practice is the professional services firm with a major emphasis on law, consulting and accounting. Areas of particular interest include

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

Mentors and Proteges, Gender Matters, Generational Differences, Behavior Based Interviewing and Developing Long Term Business Relationships. He brings with him twenty-five years experience in training and development, graduate degrees in Organization Development and Marketing. 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. Most recently he has created a Mentoring video and facilitator guide as part of national law firm initiative and is working with LGBT affinity groups to explain how important training both the mentor and protégé is creating an environment of inclusivity. .

Devon Doane is the Professional Development Manager at Stradley Ronon Stevens & Young in Philadelphia. In this role, Devon is responsible attorney onboarding, associate development, attorney evaluations, and continuing education at the firm. Additionally, Devon manages a summer-long outreach program and coaches students from Philadelphia high schools on workplace skills and professionalism as part of Philadelphia Youth Network's WorkReady program. Before joining Stradley, Devon was a House Counsel Attorney for the Progressive Group of Insurers and tried cases in courts throughout Maryland. She holds a B.A. from Tulane University and a J.D. from the University of Arizona James E. Rogers College of Law.

Meghan Dotter has built her career around helping people simplify and convey their messages, opening Portico PR to focus on presentations. She has prepared CEOs, a New York Times best-selling author, entrepreneurs and public sector leaders for keynotes, board meetings, SXSW and TEDx. Meghan has trained teams at Fortune 500 companies, law firms and two of the five largest associations. Her experience includes crisis communication and CEO positioning on the Public Relations agency side with Ruder Finn Group (New York and Washington, D.C.); she was also director of external communication for AES, a global Fortune 200 power company. Meghan is a graduate of Georgetown University (BS, Foreign Service) and the University of California, San Diego (MA, Latin American Studies).

Susan Fine is the Director of Professional Development 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 2015 and 2014. She is a past chair of the NALP Law Student Professional Development Section and a member of the Professional Development Consortium. She also served on the inaugural board for the ABA's Legal Career Central. Earlier in her career, following a federal clerkship, Susan worked 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.

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

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

specific training and development for all associates. Elizabeth is also responsible for the Firm's Mentoring Program. Elizabeth also helped develop and implement developmental milestones for practice areas to help associates attain the skills and experience needed to counsel their clients at 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. She has presented on various topics at both PDI and PDC. Elizabeth is a "recovering lawyer" who practiced employee benefits law prior to making the move into the worlds of Professional Development. Prior to becoming Director of Professional Development, Elizabeth practiced law in the Goulston & Storrs Taxgroup, 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 in patient status to living in apartments in local communities.

Jennifer Gallinson is the Director of attorney recruitment and professional development at Much Shelist, P.C., a mid-size law firm with offices in Chicago and Irvine, CA. Jennifer manages all aspects of lateral partner and lateral associate recruitment and is responsible for the development and implementation of attorney professional development, training, and CLE programming. Jennifer began her career at Winston & Strawn as an associate in the litigation department and transitioned to lawyer professional development in 2006. She is active in CALPA, Chicago PDC, PDC, and NALP, most recently serving on the 2015 Nominating Committee and the 2014 Seattle Conference Planning Committee. She is a graduate of Loyola University Chicago School of Law and the University of Michigan.

Chris Gardephe

Lori Gauld

Donna Gerson is the Associate Dean of the Career Strategies Office at the Drexel University Thomas R. Kline School of Law in Philadelphia, Pennsylvania. She is the co-author of *The Modern Rules of Business Etiquette* (ABA Publishing, 2nd edition, 2014). Donna is a former contributing editor for *Student Lawyer* magazine and former writer for Thomson Reuters. With over 20 years' experience in law school student services, Donna advises students and alumni, creates innovative programs, and cultivates employers all while serving as an outspoken advocate of good manners both in the workplace and the home.

Calvin Gladney is a recovering lawyer, multi-faceted entrepreneur, and professor who has taught working graduate students entrepreneurship at Georgetown for the last six years. He does public speaking nationwide, and he occasionally mentions he went to Harvard Law School when he forgets that he is a fully-recovered attorney who no longer practices. Mr. Gladney is the founding partner of Mosaic Urban Partners, a real estate investment and consulting firm which helps revitalize urban neighborhoods around the country. He has learned a lot during his journey from Latham & Watkins law firm associate to entrepreneur, and is channeling those experiences into working with law firms and law schools to teach their associates and students how to be more entrepreneurial (i.e. INTRApreneurs) as practicing lawyers. In addition to his time as an Am Law 100 associate, Calvin has also been a General Counsel and a government transactional attorney, so he brings a well-rounded perspective of law firm life from

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

the client and attorney points of view. Mr. Gladney graduated cum laude from Harvard Law School, received his B.S. from Cornell University and is a LEED Accredited Professional. He is a Trustee of the Urban Land Institute. Mr. Gladney also serves as an adjunct professor at Georgetown University's Masters in Real Estate Program where he teaches a class on real estate entrepreneurship. In his spare time Mr. Gladney...Mr. Gladney doesn't have any spare time. You can catch him on Twitter, Facebook and Instagram at @happier_better.

Andrew "Andy" Hales is the Sr. Director of Professional Development and Training at Venable LLP. He oversees all aspects of lawyer training and development (including CLE and a Venable Academy), associate evaluations, orientation & integration, and diversity. He teaches several programs at the firm including Project Management, Time Management and Organization, Interview Training, and Evaluations Training. He's been with the firm since 2005. Prior to Venable, Andy was a consultant for Deloitte Consulting, advising large corporations and federal government clients on HR practices, change management, and learning. He is also a former Career Management Consultant and Instructor for the Robert H. Smith School of Business at University of Maryland. Andy is a current member of the NALP Board of Directors.

Tiffany R. Harper is a practicing attorney with a passion for mentoring, encouraging, and developing the next generation of diverse attorneys. In addition to being a co-founder and co-creator of the Diverse Attorney Pipeline Program (DAPP), Tiffany strongly believes that empowering and preparing diverse attorneys to conquer big law is critical to solving the legal profession's long-standing diversity and inclusion issues. In this vein, Tiffany is committed to mentoring, coaching, an empowering DAPP scholars and other diverse law students and attorneys. Tiffany is also a leader within other diversity organizations and minority bar associations. She is the co-founder of Uncolorblind, a diversity blog and enterprise dedicated to identifying and addressing diversity and inclusion issues in corporate America, and is a frequent presenter and author on topics related to hiring, promoting and retaining diverse attorneys in big law. Tiffany is a Past President of the Black Women Lawyers' Association of Greater Chicago, Inc. (BWLA), and served as the conference co-chair for BWLA's highly successful 2015 National Summit of Black Women Lawyers. Tiffany has been recognized for her service and commitment to BWLA and diversity in the legal profession, receiving the President's Award in 2011, the Rising Star Award in 2012, the Distinguished Service Award in 2013, and the Visionary Award in 2015. Professionally, Tiffany is Associate Counsel at Grant Thornton LLP, a top accounting firm, and has been recognized as a 2015 and 2016 Rising Star by Illinois Super Lawyers, a top attorney in corporate bankruptcy and restructuring by the Top 100 Black Lawyers, one of the National Bar Association's 40 Under 40 Nation's Best Advocates in 2015, a 40 Under 40 Illinois Attorneys Under Forty to Watch in 2015 by Chicago Lawyer and Law Bulletin Publishing Company, and was named to the inaugural "Hot List" by Lawyers of Color, LLC. Tiffany received her undergraduate degree from Dartmouth College, with honors, and her Juris Doctorate degree from Washington University in St. Louis.

Kristin Heryford manages the summer associate training, fall associate training and Fenwick University academy-style programs, along with leading the firm's eLearning initiative in her role as Manager of Attorney Training and Professional Development at Fenwick & West. Prior to joining Fenwick, she worked in Career Planning at the University of San Francisco School of Law. Kristin holds an MA in

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

Organization & Leadership from the University of San Francisco and a BA in Law & Society from UC Santa Barbara.

Milana L. Hogan is the Chief Legal Recruiting & Professional Development Officer at Sullivan & Cromwell LLP, where she oversees the firm's global talent management efforts, including professional development programming, the formal assignment systems, partner and associate mentoring programs, upward and downward attorney performance evaluations, and all formal training and CLE programs. In addition, she oversees all aspects of the firm's world-wide recruiting efforts. Prior to joining Sullivan & Cromwell LLP in 2006, Milana worked in the New York office of Dickstein Shapiro LLP, and before that in the New York office of Milberg LLP. Milana is an active member and frequent presenter at NALP and currently sits on the board of the Professional Development Consortium. She also serves as a liaison to the American Bar Association Commission on Women in the Profession and she is the Co-Chair of the ABA's Grit Project. She is currently working on a book, to be published in 2017 by the ABA, on the impact of grit and growth mindset on the success of women lawyers. Milana received her B.A. in Political Science from Brown University and she holds a Doctor of Education from the University of Pennsylvania. She lives in New Canaan, CT with her husband, Phil, and their three children, Holly (5), Casey (3), and Charlie (1).

Jennifer Kasmin has been a successful and respected recruiter for over a decade and currently serves as SJL's Managing Partner. Her practice is national in scope and focuses on advising partners and counsel on strategic opportunities in the marketplace that will enable them to further advance their and their client's business objectives. Law firm leaders seek her advice on devising innovative growth initiatives and implementing them. She works across practice areas and is consistently praised for her broad market knowledge and ability to partner with clients and candidates in an effective and discreet way. In addition to her work with law firms, Jennifer partners with top law schools to counsel students on career opportunities and is often called upon as an authority on trends in the legal marketplace. She has been a manager with SJL for several years, running its Associate Placement Group from 2011 until 2013, when she assumed her new role in the partner group. Prior to transitioning to a career as a legal recruiter, Jennifer was a practicing attorney for 11 years in New York, first as an associate with Paul, Weiss, Rifkind, Wharton & Garrison and then with King & Spalding's New York office.

Heather R. Kelly is the Senior Manager of Attorney Development at Mintz Levin. Heather leads the firm's attorney development team and has firm-wide responsibility for the implementation of programs, training, and other initiatives related to the integration, professional development, retention, and career progression of the firm's attorneys. She works closely with Firm and Section Management to ensure programs and processes provide attorneys with the skills and support needed to deliver outstanding legal service, provide excellent client service, and effectively manage practices. She is an active member of the Diversity Committee, the Committee on Associate Life, and the Women's Initiative. She also participates in Boston Legal Talent, the Professional Development Consortium, and the Talent Management Roundtable. Heather has been with Mintz Levin for 10 years. Prior to that, she worked at Deloitte and Touche both as an auditor and recruiting professional. She was also a recruiting and professional development manager at Arthur Andersen.

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

Kathleen “Kate” Kerr is the head of Learning and Development and responsible for attorney recruiting at Armstrong Teasdale LLP. Previously at FLEX by Fenwick, Kate developed recruiting goals and managed the recruiting, hiring, onboarding and professional development opportunities for FLEX attorneys. Kate also worked as an associate at Orrick, Herrington & Sutcliffe; received a Fulbright Scholarship to India; completed development projects in Guatemala, Tanzania and Peru; and was a leader of the 1st shelter home for survivors of modern day human trafficking in the Bay Area. She graduated with a BA from Grinnell College and a JD from Georgetown University Law Center. She has presented at numerous conferences; has been a moderator for career advancement topics; written various articles; and was a trainer for a local nonprofit.

Deb Knupp has worked globally with CEOs, Managing Partners, and Professionals (accountants, lawyers, financial advisors, consultants, etc.) as a coach and business executive for over 25 years. She has helped these leaders align their people systems and business objectives to create cultures based on the principles of accountability, integrity and authentic relationships. Her work focuses on making the work environment a place where the most talented employees "want" to work; where profitable clients "want" to buy; and, where inspired leaders "want" to serve a bigger purpose in their communities and families. Deb brings her sales, leadership and culture development expertise to GrowthPlay, who acquired Akina, the firm she founded in 2001. Akina is a national consulting, training and coaching firm that helps professionals rethink relationship building to increase sales and organizational effectiveness. Prior to founding Akina, Deb was a front-line sales and human resources executive with Alcan Packaging, Frito-Lay and Pearle Vision. Deb graduated with Senior Fellow honors from the University of Texas at Austin in Speech/Organizational Communication. She has a number of other credits and achievements in her background to include completion of 5 Marathons (26.2 miles). Deb provides pro bono coaching and consulting to Girls on the Run - Chicago and is a passionate advocate for child welfare and fostering. She is also a highly sought after national speaker and thought leader on culture, leadership, relationship building and business development.

Sang Lee is the Chief Executive Officer of SJL Shannon. With the benefit of her experiences as a practicing attorney, legal recruiter, consultant, trainer and leadership coach, Sang has established herself as a go-to advisor on every aspect of legal talent management for Am Law 200 firms and other sophisticated employers in the legal sector. Sang is regularly invited to share her expertise at law firm partner retreats, bar committees and recruiting organizations such as NYCRA (New York City Recruiters' Association) and WALRAA (Washington Area Legal Recruitment Administrators Association). She has designed programming for conferences run by NALP (National Association for Law Placement) and PDI (Professional Development Institute) and she consults and trains on topics as diverse as personal branding; talent retention; succession planning; lateral partner recruitment and integration; working strategically with recruiters; and partner morale. Sang clerked on the Court of Appeals for the District of Columbia and practiced as a corporate lawyer with two global law firms before becoming a legal recruiter in 1998. She launched SJL Attorney Search (www.sjlsearch.com) in 2004 and oversaw its emergence as one of New York's premiere recruiting companies before she acquired the professional development business previously known as Shannon & Manch in 2013 and rebranded it SJL Shannon. She continues to focus her efforts on innovation in the law firm market and recently expanded SJL Shannon's offerings with the launch of a professional development eLearning company, Lawyer Learning On Demand (www.londemand.com).

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

Johanna Cohen Leshner joined the Maryland Office of the Public Defender as the Recruitment Director in September of 2012. As the Director of Recruitment she not only heads up a mission-driven attorney recruitment efforts but also is involved with attorney development and training. Johanna began her legal career as an Assistant Public Defender serving in both the Montgomery County and Baltimore City offices and then was in private practice representing clients charged with misdemeanors and felonies in state and federal courts, on both the trial and appellate levels. In 2012 she was appointed by the Maryland Court of Appeals as the Office of the Public Defender's representative on the Standing Committee on Pro Bono Legal Services. She has served on the Board of Directors of the Maryland Criminal Defense Attorney's Association. Johanna is a graduate of the George Washington University Law School and the University of Michigan.

Mark Levin has made a career of helping businesses find and fully exploit growth opportunities while reducing pain points and shedding unnecessary practices and procedures. Mark has a knack for quickly breaking down a business to its component parts and then re-imagining and rebuilding it in ways that provide greater efficiency and new opportunities. In this manner, Mark has built numerous businesses within multiple companies, and his steadfast dedication to customer research has helped create many market leading products and services. Through it all, Mark has amassed an extensive background in strategy, marketing, communications, acquisitions, strategic partnerships, and product development from ideation through launch. Mark's work with The Right Profile focuses on helping individuals and teams reach their full potential and helping law firms reduce the human and monetary cost in their hiring processes. Mark's experience in the legal industry – nearly twenty years in roles ranging from full-time practice to coaching business development strategies for firms and attorneys – has given him deep insight into the problems facing professional services firms and the professionals that work there. Mark has also been a frequent speaker at legal industry conferences, helping law firm leaders think through future state possibilities for their firms and the industry. Mark received his MBA from Northwestern University's Kellogg School of Management, with majors in Marketing, Management & Strategy and Media Management. Mark also received his JD from Chicago-Kent College of Law and his BA from Northwestern University.

Susan Manch ss Chief of People & Development at Norton Rose Fulbright LLP, Sue collaborates with firm leaders to devise strategies to attract, hire, and prepare lawyers and business services team to provide the highest quality service to clients and to help them build successful and satisfying careers. The primary goals of the People & Development Group is to support firm leadership in devising and executing talent strategy in alignment with firm business strategy and to provide Norton Rose Fulbright team members with developmental support that allows each to contribute at the highest levels as a part of our firm community. Prior to joining Norton Rose Fulbright, Sue was the Firmwide Director of Recruiting & Development for Bingham McCutchen and a founding Principal of Shannon & Manch, LLP, a leading consultancy advising law firms, law schools, and a range of legal employers on talent development and lawyer career management strategies. She has more than thirty years of experience as a consultant to the legal industry, university and law school administrator, and career coach. Sue has advised the majority of the Am Law 100 and Global 100 law firms, as well as top law schools. She held positions at Georgetown University, The Catholic University of America, Columbus School of Law, and

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

Trinity College, among others. She has a MEd in Clinical Counseling from the University of Virginia and a BA in Psychology from Ohio University. Sue is also a Master Coach, certified by the Behavioral Coaching Institute.

Ginny Melvin is the partner in charge of legal training in the US and responsible for the firm's training strategy, development, design, and implementation for Mayer Brown's US lawyers. Course topics range from substantive legal knowledge and practice skills to key practice competencies, such as negotiation, presentation, legal writing, and drafting skills. She teaches many of the finance and corporate courses. Ginny is also involved in the professional development of the firm's associates. In this context, she creates programming, plans retreats, helps integrate new and lateral associates, establishes development competencies, and leads other professional development initiatives. In addition, Ginny assists with the integration of knowledge management and training to facilitate practice for the lawyers. She is currently working to advance legal education at Mayer Brown from the now well-established "what" lawyers are learning to "how" they are learning (and applying). She is developing before-and-after performance metrics, developing engagement and retention techniques, creating an e-learning platform, and measuring the overall effectiveness of training. Prior to joining Mayer Brown in 2002, Ginny practiced in the finance and corporate groups at Shearman & Sterling for over eight years. Her practice focused on negotiating and documenting complex syndicated financing transactions, including acquisition financings, leveraged buyouts and general corporate borrowing in public and private markets.

Caroline Menes

Julia Mercier as a former litigator and experienced trainer, she is passionate about helping lawyers and legal professionals achieve their full potential. She trains and coaches lawyers and staff on professional, management and business development skills. As Director of Learning and Development, Julia works collaboratively with other learning and development professionals globally to design and deliver training programs. She has developed a wide range of talent development programs including coaching and mentoring programs, high potential talent development programs and management skills training for administrators and staff. Julia started her career as a litigator in the Montreal office of Canada's largest law firm. Her practice was focused on cross-border litigation and class action defense. She studied law at Université de Montréal and will have completed her New York University coaching certification in May 2016.

Jacqueline Metler has over twenty years of experience in multimedia, e-learning, and web development/design. She has held various roles throughout her career in design and development including hands-on contributor, consultant and director. Jackie is an e-learning evangelist and trusted developer among her clients. She's consulted on, built and designed hundreds of online courses. Her client base has included Discovery, BMW, A Place for Mom, Bel Brands, The Princeton Review and more recently Illinois Supreme Court Commission on Professionalism. Jackie takes a careful and supportive angle to help individuals strategize their approach to online learning. She's a passionate problem-solver and diligent about providing solid creative solutions.

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

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). Terri's 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, 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, worked in Hong Kong and the US as a law school academic and consultant. Terri is a frequent contributor to legal industry publications, blogs and refereed journals including her own MC 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 new book tentatively titled *Innovating Talent Management in Law Firms* (2016). Terri has served on more than 50 boards and committees including most recently as the Vice-Chair of the PDC and now as one of its founding Trusted Advisors; a member of the Executive Committee of the Continuing Legal Education Association of Australasia; and the Founder/Convenor of the global Women in Legal Leadership Network. 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.

Gillian M. Murray is the Senior Manager, Firmwide Professional Development at Bryan Cave LLP, where she is responsible for the planning, design, and implementation of their associate professional development initiatives. She has extensive experience in managing organizational initiatives ranging from career development and competency modeling to teambuilding and upward/360° feedback. A member of the Professional Development Consortium, Gillian has spoken at several NALP-sponsored conferences and is a contributing author to the American Bar Association handbook "Best Practices in Attorney Professional Development."

Jessica R. Natkin is the Director, Attorney Career Development at Fenwick & West LLP. At Fenwick, Jessica is responsible for attorney career development, work/life integration, and associate retention. In this capacity, Jessica works to integrate talent development processes including performance reviews, associate career development and planning, coaching, mentoring, and flexible work arrangements. She focuses on individualized career development and coaching as well as strategic organizational career development. Jessica is an expert in the fields of lawyer career development, work/life integration as well as the design of customized work schedules that match the needs of attorneys to the needs of their firms and clients. Jessica holds both a law degree from Northwestern University School of Law as well as a graduate certificate in career development. She has been a career coach for lawyers for more than 15 years. Prior to joining Fenwick, she was the Director of Programs for the Project for Attorney Retention, and she managed the career development programs at Orrick, Herrington & Sutcliffe, LLP and Wilson, Sonsini, Goodrich & Rosati, P.C. Jessica is co-author, with Ida Abbott, of the upcoming chapter "Innovation in Supporting Excellent – From Mentoring to Sponsorship, Coaching and Beyond" in *Innovating Talent Management in Law Firms* (ABA).

Ian Nelson has been studying and improving upon how law students and lawyers learn for his entire career, first as a law student and M&A lawyer, then as part of the team that introduced Practical Law

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

Company to the US, and now as a co-founder of Hotshot. Helping lawyers learn and practice more efficiently is his main area of focus, and he has written and spoken extensively on these subjects. He has been interviewed by and written for many publications such as The Wall Street Journal, The New York Times, Above the Law, the ABA Journal and Law Technology News.

Erin O'Brien before coming to NYU Law to be the founding executive director of the Institute of Executive Education, she served as Associate Dean of Global Degree Programs and Executive Education at NYU Stern School of Business. Over the course of a decade, she led the development of several new blended-learning programs (online and in-person) including the top-ranked TRIUM Global Executive MBA Program (Financial Times ranked number 1, 2014), Masters' programs in Business Analytics, Risk Management, and Global Finance, and the NYU Stern Advanced Management Program. Erin also led the development of a number of strategic alliances with leading global universities including the London School of Economics (LSE), HEC Paris, Hong University of Science and Technology (HKUST) and Fundação Getulia Vargas (FGV). She has extensive international experience working in Asia, Europe, and the Americas. In the area of global business education, Erin has been appeared in the Financial Times, Wall Street Journal, Times of India, South China Morning Post and other global newspapers and has presented at several leading business school conferences including GMAC, EMBA Council, and AACSB.

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. Molly served for two years as chair of the Lawyer Professional Development Section of NALP. She is a member of PDC, 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.

Robyn Forman Pollack, is a gender diversity and inclusion consultant, speaker and attorney who creates value, provides support and empowers organizations and professional women in the journey toward workplace equality by providing customized gender diversity services. Robyn has been actively involved in gender diversity issues for over fifteen years and has developed a variety of networking opportunities for women. She has lectured extensively on issues of women's networking and leadership, and created and currently co-chairs the Turnaround Management Association's Global Network of Women Committee. Robyn has also been a corporate restructuring attorney for almost twenty years, and has been instrumental in maximizing value for businesses in a range of industries, including manufacturing, distribution, food service and financial services. Robyn is on the Steering Committee of the Eastern

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

District of Pennsylvania Bankruptcy Conference where she was a former chairperson, is a member of the American Bankruptcy Institute, the Forum of Executive Women, and the Pennsylvania, New Jersey and Philadelphia Bar Associations where she serves on the Women in the Profession Committee. Robyn is also an adjunct professor of law at Temple University's Beasley School of Law. Robyn earned a B.A. from Temple University, summa cum laude and a J.D. from Temple University's Beasley School of Law, cum laude.

Jennifer Rakstad is a certified career coach through the Hudson Institute of Coaching and International Coach Federation (Professional Certified Coach/PCC). Jennifer coaches lawyers on a wide variety of topics, including career planning and management, leadership and business development, work/life integration 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 has also piloted coaching groups for senior associates and income partners focused on career development, goal setting and business development. Jennifer is passionate about supporting women and diverse attorneys, and has led "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 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.

Larry Richard is a psychologist and former practicing lawyer. He is recognized as the leading expert in the psychology of lawyers, particularly the lawyer personality. Since the 1980's, he has administered personality assessments to over 25,000 lawyers. Through his consulting firm, LawyerBrain LLC, and in his previous role as Chair of the Leadership Practice at Hildebrandt International, he has counseled the leaders of many of the AmLaw 100 firms on issues as wide-ranging as managing change, developing actionable leadership skills, motivating lawyers, using assessments in hiring, and improving morale. He is a frequently requested keynote speaker who consistently receives the highest ratings. He has expertise in over 16 different assessment tools (Myers-briggs, Caliper, Hogan, StrengthsFinder, DiSC, and many others) that he has used with lawyers.

Leslie Richards-Yellen is a public finance attorney with over 30 years of experience as in-house counsel and in private practice. Ms. Richards-Yellen frequently serves as borrower's, underwriter's, issuer's and work out counsel. In addition to her public finance practice at Hinshaw & Culbertson LLP, Ms. Richards-Yellen serves as the firm's Chief Diversity and Inclusion Officer and as Chair of its Diversity Committee. Prior to relocating to Chicago, Ms. Richards-Yellen was Associate General Counsel with The Vanguard Group, where she provided legal services and analysis for the Fixed Income Group. In 2014, she was appointed to the Illinois Supreme Court Commission on Professionalism (ISCCP) and serves as the Chair of the ISCCP's Diversity Committee. She is on the Board of the Chicago Committee on Minorities in Large Law Firms and sits on the Boards of NAWL and the Delta Dental of Illinois Foundation, as well as the Advisory Board of the Institute for Inclusion in the Legal Profession. Ms. Richards-Yellen is a Lifetime Member of the Black Women Lawyers' Association of Greater Chicago. Ms. Richards-Yellen's honors

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

and awards include:

- Expected receipt of the Chicago Bar Association's Vanguard Award on April 20, 2016 for making law and the legal profession more accessible to, and reflective of the community at-large;
- The Young Lawyers Section of Chicago Bar Association received the "American Bar Association Young Lawyers Division Affiliate Diversity Award" for "An Introduction to Implicit Bias and its Relationship to Lawyering" presentation by Leslie Richards-Yellen and Dean Jennifer Rosato Perea, NIU School of Law, 2014;
- "Mentorship Award," DePaul Black Students Law Association, 2012;
- "Helping Hand Award," BWLA, 2010;
- "Woman of Excellence Award," Chicago Defender, 2010;
- "President's Award," Cook County Bar Association, 2008 and 2010 for her work with the first-year minority law students' reception;

Nancy Rider is an attorney and the training coordinator for the SEC's Division of Enforcement. In 2010, she set up the Division's training unit and developed its first nationwide training program. Prior to joining the SEC in 2008, Nancy was the Deputy Chief for Program Management in the Asset Forfeiture and Money Laundering Section of the Criminal Division of the Department of Justice. While at DOJ, she developed policies on the use of forfeited assets and the return of forfeited assets to fraud victims. She also managed the asset forfeiture and money laundering training program. She also was an Assistant Director in the Office of Legal Education. Previously, she practiced corporate and tax law in St. Louis, Missouri, and served in Germany as a member of the U.S. Foreign Service.

Joanne Schaefer is a certified professional coach and recently obtained her Certificate in Applied Positive Psychology. As a former practicing lawyer, partner and past Director of Professional Development and Recruitment for an international law firm, Joanne brings over 20 years experience to her consulting and coaching practice. Joanne's work is resilience based, helping lawyers manage the challenges of practice by building practical and effective coping strategies into daily practice. Framing her workshops around core competencies (analytical, problem-solving and decision-making skills) and increased engagement and productivity, Joanne introduces wellness in a balanced and accessible manner. Bringing her own experiences to the table, Joanne also runs real time resilience-building workshops for summer students as well as law schools. Previously, Joanne served as Board Member and Chair of the Membership Committee and Conference Planning Committee for the Professional Development Consortium and consulted with the Law Society of the Province of Ontario on the retention of women in private practice.

Stacey Schwartz is an executive coach and facilitator, with a focus on talent management, career development and diversity and inclusion. She partners with organizations to inspire and support peak performance, enhance working relationships, maximize team effectiveness and create more inclusive cultures. She draws on 17 years as a lawyer and trusted advisor to leaders of large international law firms, where she has coached hundreds of professionals, helping them to develop skills, habits, self-awareness and confidence that transform behavior and maximize impact. Stacey has developed and delivered interactive, customized training and programming on a range of topics including career strategy, performance management and feedback, mentoring, business development and networking, career transition and interview skills, diversity and inclusion, reducing unconscious bias and career re-entry.

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

Francie Scott is the Director of Professional Development and Associate Director of the Office of Career & Professional Development at Wake Forest University School of Law, where she helped develop and implement the law school's mandatory, credited first-year Professional Development course. She maintains primary oversight for the course syllabus and teaching, covering all aspects of career development, job search skills, and professionalism. She is a 2004 cum laude graduate of Wake Forest Law and has an M.S.W. from the University of North Carolina at Chapel Hill. She served as law clerk to a federal judge and practiced with a large international law firm before returning to the law school.

Michelle Silverthorn is the Diversity & Education Director for the Illinois Supreme Court Commission on Professionalism. Michelle is the chief instructional designer for the Commission's numerous educational offerings, including our new hour-long series of online interactive courses. Through the Commission's online platform, 2Civility, Michelle expands the Commission's national presence through blogs, social networking sites, and online discussion groups on legal education, diversity and young lawyers. Michelle works with law schools, law students and other legal groups, developing interactive and dynamic education courses and workshops. She writes and speaks frequently on inter-generational issues in the workplace. She is certified both in instructional design and intercultural competency. Prior to joining the Commission, Michelle worked as a litigation associate with Schiff Hardin in Chicago and Latham & Watkins in New York City. She also previously worked as an arts and entertainment journalist in Trinidad and Tobago, a legal researcher in Puno, Peru and Geneva, Switzerland, and a volunteer teacher in Gaborone, Botswana and Almaty, Kazakhstan. Michelle grew up in the Caribbean and now lives in Chicago with her husband Daniel and their two daughters. She volunteers in her local and professional community, including serving as Co-Chair of the Michigan Law Alumni Club of Chicago, Director for the Princeton Club of Chicago, and an elected Community Representative for her Local School Council. Michelle received her undergraduate degree from Princeton University and her law degree from the University of Michigan Law School.

Vanessa Snyder is an associate in The Axelrod Firm supporting the Firm's litigation and real estate practices. Before joining the firm, Vanessa practiced at a regional Philadelphia-based law firm, representing clients in complex commercial litigation matters in both state and federal court. After law school, she served on the Pennsylvania Supreme Court as a law clerk to the Honorable Chief Justice Thomas G. Saylor. Vanessa graduated cum laude from the Temple University Beasley School of Law, where she was an editor for the Temple Law Review, President of the Student Bar Association, and recipient of the Captain Miller Knox Award for outstanding contribution to the law school community. Additionally, she was a member of the Rubin Public Interest Law Honor Society, in recognition of pro bono work during law school. She graduated magna cum laude with a Bachelor of Arts in English from Ursinus College, where she was elected to Phi Beta Kappa and received the Robin Blood Harris '56 Memorial Prize, an annual award given to one woman in the graduating class who exemplifies excellence in leadership and scholarship.

Margaret A. Suender is Senior Director of Professional Development and Recruitment at Pepper Hamilton LLP. Ms. Suender leads an integrated legal talent management group and has firm-wide responsibility for associate recruitment, orientation, integration, training, development, and retention. She is an active member of numerous committees at her firm including the Associates, Associate Liaison, Diversity, Alternative Schedules, Pro Bono and Training Committees. Before taking on her current role,

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

Maggie was a litigator for more than 12 years with Pepper Hamilton and also worked in practice group administration. Maggie is a member of NALP, the Professional Development Consortium, and the Society for Human Resource Management. She earned her J.D. with honors from The Dickinson School of Law of the Pennsylvania State University, where she was an editor of the law review; has a B.S. in Business Management and Politics; and holds SPHR and SHRM-SCP certifications. Maggie has presented at PDI, PDC, NALP and other legal talent management conferences. She co-chaired the planning committee for the 2015 PDC Winter Meeting and served as a member of the 2012 PDI planning committee.

Kaitlin Sullivan the Attorney Training and Development Manager in Dechert LLP's New York office. She focuses on designing, developing, delivering and assessing professional skill training programs and curricula for attorneys. She also handles a broad range of other attorney development initiatives including CLE and orientations. She received her B.A. in History from Villanova University and is currently pursuing an M.A. in Adult Learning and Leadership at Teachers College – Columbia University

Bess Sully is the Director of Talent Development at Kaye Scholer LLP. Her diverse experience includes recruitment and professional development in the legal and investment banking industries. Bess joined the Firm in 2008 and her team is responsible for recruiting, professional development, legal personnel, diversity and pro bono. Prior to joining Kaye Scholer, Bess was the Director of Legal Personnel and Recruitment at WilmerHale LLP in their New York office where she lead all aspects of law school and lateral attorney hiring, integration and retention. Prior to WilmerHale, Bess was the Manager of Legal Recruitment and Professional Development at Torys LLP and an Associate Recruiter at Lehman Brothers. Bess is a graduate of Princeton University and earned her degree in Art History and Archeology.

Joshua Troy is the Professional Development Specialist at Blank Rome LLP. He designs and implements firm-wide professional development initiatives focused on training and performance management, including a new mid-year review process, a career development advisor program, an orientation program for new associates, and a Trial Academy for litigation associates. He also serves as the liaison to the firm's Women's Forum. Previously, he worked, for six-plus years, as a litigation associate at Willkie Farr & Gallagher LLP. He received a B.A. in Political Science from Brown University and a J.D. from New York University School of Law.

David Vance is the executive director of the Center for Talent Reporting which is a nonprofit organization dedicated to the creation and implementation of standards for human capital measurement, reporting, and management. He is the former President of Caterpillar University, which he founded in 2001. Until his retirement in January 2007, he was responsible for ensuring that the right education, training and leadership were provided to achieve corporate goals and efficiently meet the learning needs of Caterpillar and dealer employees. Prior to this position, Dave was Chief Economist and Head of the Business Intelligence Group at Caterpillar Inc. with responsibility for economic outlooks, sales forecasts, market research, competitive analysis and business information systems. Dave received his Bachelor of Science in political science from M.I.T. in 1974, a Master of Science in business administration from Indiana University (South Bend) in 1983, and a Ph.D. in economics from the University of Notre Dame in 1988. Dave was named 2006 Chief Learning Officer (CLO) of the Year by Chief Learning Officer magazine. He also was named 2004 Corporate University Leader of the Year by

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

the International Quality and Productivity Center in their annual CUBIC (Corporate University Best in Class) Awards. Caterpillar was ranked number one in the 2005 ASTD Best Awards and was named Best Overall Corporate University in 2004 by both Corporate University Xchange and the International Quality and Productivity Center. During Dave's tenure Cat U was also honored with numerous other awards including many in the measurement and alignment arenas.

Erin Walczewski as the Manager of Professional Development for Cooley LLP, Erin works with leaders firmwide to assess training needs, create programs that support professional development for Cooley attorneys, and design onboarding techniques for new attorneys and incoming laterals. A graduate of Harvard Law School, Erin practiced with Cooley's corporate transactional law group for several years with a specialty in startups and venture financing before focusing her career on professional development. Erin also co-teaches two courses at Harvard Law School, is a regular guest lecturer on negotiation for Sponsors for Educational Opportunity in New York, has been an Adjunct Professor of Law at Georgetown for negotiation, and is in her eighth year as the director of the Kirkland Pre-Law Program at Harvard College.

Donna Wannop is a pioneer and leader in the highly specialized field of performance coaching for members of the legal profession and managers and leaders of law firms. Her clients work in firms of all sizes and descriptions, from large, international full service law firms to small boutique practices. Donna facilitates change and improved performance through intense one-on-one coaching that is in each case tailored to fit the needs of the individual. She helps her clients identify and understand the specific things that need to be addressed in order for them to move forward, and she motivates and supports highly positive, productive and sustainable change. Donna's expertise based on almost 30 years of immersive work in the legal profession, as a practicing lawyer, a law firm strategist and consultant, a legal profession educator and a coach to individual lawyers and managers and leaders of law firms. Donna has coached over 1,500 lawyers and law firm professionals, and has worked with many of North America's leading law firms to set up professional development and business development training and coaching programs. More information on Donna Wannop can be found on her website www.donnawannop.com, and on the Leadership Research Institute website www.lri.com.

Chris Wedgeworth is a Co-Founder of Hotshot. Before starting Hotshot, he was the Managing Director of Practical Law Company, where he led the successful integration of Practical Law's US business into Thomson Reuters. Chris has worked in the area of using technology to deliver information to professionals for over 20 years. He began his career at Reuters in London and later moved to New York to work at Factiva and Dow Jones, developing information products and content for financial, corporate and legal professionals. He has been published in Law Technology News and has broad experience speaking on the topics of e-learning and knowledge management, both inside and outside legal. Chris has an MBA from the NYU Stern School of Business.

Scott Westfahl is the Faculty Director of HLS Executive Education and also teaches courses on problem solving, teams, networks and innovation within the law school's J.D. curriculum. As the Faculty Director of the Executive Education program, he leads the HLS effort to support and develop lawyers across the arc of their careers, particularly as they advance to new levels of leadership and responsibility. He oversees and teaches in Executive Education's core, global leadership programs for law firm managing

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

partners, emerging law firm leaders and General Counsel. He also collaborates with HLS colleagues and other Harvard faculty to design and teach custom programs for law firms, law departments and other legal-related organizations. He focuses his Executive Education teaching and writing on leadership, motivation and development of professionals and organizational alignment from a talent management and diversity and inclusion perspective. To help advance diversity in the legal profession, Professor Westfahl works closely with the Leadership Council on Legal Diversity as an advisor and strategic meeting facilitator. Professor Westfahl joined HLS from the law firm Goodwin Procter LLP, where he served from 2004-2013 as the firm's Director of Professional Development. In that role, he was responsible for all aspects of the professional development of the firm's attorneys and staff, focusing on organizational and leadership development, feedback, mentoring, career progression, diversity, professional skills training, attorney and staff integration and transitions and alumni. As a Lecturer on Law from 2010-2013, he teamed with Professor David Wilkins to teach an 80-student section of the law school's Problem Solving Workshop for first-year students. In 2008, Professor Westfahl was chosen as one of Law Firm, Inc. magazine's five "Innovators of the Year" for his development of a cutting edge attorney assignment system and database called iStaff, which effectively ties attorney work assignments to their professional development needs. From 2009 to 2011, he served as the Chair of the Professional Development Consortium, a 450-member professional association for law firm professional development and training leaders across North America and the U.K. Professor Westfahl frequently lectures and comments upon talent development within professional services firms and is the author of the book *You Get What You Measure: Lawyer Development Frameworks and Effective Performance Evaluations* (NALP, 2008). Prior to his work at Goodwin Procter, Professor Westfahl spent six years leading professional development for the Washington, D.C. office of McKinsey & Company. He is also an experienced business and federal regulatory attorney, having practiced law with Foley & Lardner's Washington, D.C. office from 1988 to 1998. Professor Westfahl earned his J.D. from Harvard Law School in 1988, and graduated summa cum laude from Dartmouth College in 1985.

Sheri M. Zachary is the firm-wide Director of Career Development and Inclusion for Saul Ewing LLP, a firm with eleven offices throughout the mid-Atlantic region. 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. Her responsibilities include design and implementation of programs, policies and processes in connection with the Firm's career development and diversity & inclusion initiatives, including the attorney evaluation process. 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. In addition, 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, a member of the Law Practice Magazine editorial board, and a member of the PD Quarterly Advisory Group. Prior to working at Saul

2016 Professional Development Institute
Speaker Biographies (6/8/2016)

Ewing, Ms. Zachary was a practicing attorney and taught Public Speaking and Effective Oral Communication at the college level.

David Zlotnick a Harvard Law School graduate, he has had a diverse legal career. He clerked for a federal appellate judge, worked as a white collar defense attorney, served as a federal prosecutor in Washington, D.C., and founded Families Against Mandatory Minimums' Litigation Project. He taught law full-time for over fifteen years and was a tenured faculty member at Roger Williams University School of Law, eventually serving a term as Associate Dean for Academic Affairs. He also taught at Stetson Law School and the Washington College of Law and was a Visiting Scholar at the George Washington University Law School after receiving a Soros Senior Justice Fellowship. In his academic career, Professor Zlotnick taught traditional and simulation-based courses and on occasion, directed the in-house Criminal Defense Clinic. Currently, he is an Attorney/Advisor and the Training Coordinator for the Division of Investigations at the Federal Energy Regulatory Commission. He remains a Professor of Experiential Education at Roger Williams Law School, running a Semester-in-Practice program in Washington, D.C. His articles on criminal procedure, legal theory, and constitutional law have been published in a variety of top-tier law reviews. Before he left academia, his interest in the intersection of mindfulness and legal practice led to a fellowship from the Center for Contemplative Mind in Society and a course that integrated mindfulness and trial advocacy. He still speaks on this topic to groups of students and practicing lawyers.