



Ashanti M. Crawford

Manager of Legal Talent Recruiting
Troutman Pepper Hamilton Sanders LLP
ashanti.Crawford@troutman.com



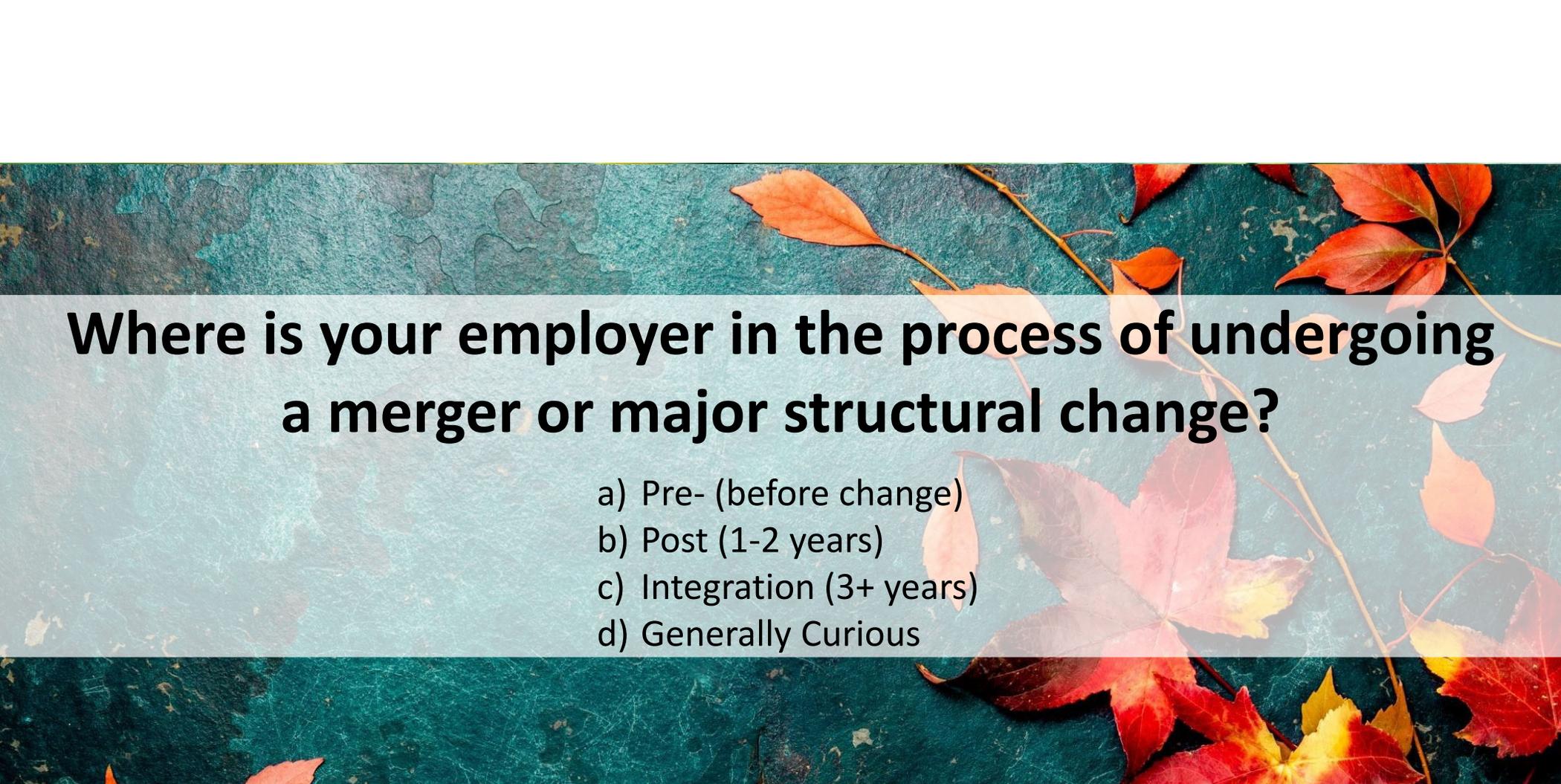
Jessica Salvaterra Grondine

Senior Attorney Training & Development Manager
ArentFox Schiff LLP
jessica.Grondine@afslaw.com



Tedi Mason

Director of Partner & Counsel Recruiting
Faegre Drinker Biddle & Reath LLP
tedi.mason@faegredrinker.com



Where is your employer in the process of undergoing a merger or major structural change?

- a) Pre- (before change)
- b) Post (1-2 years)
- c) Integration (3+ years)
- d) Generally Curious

POLL QUESTION

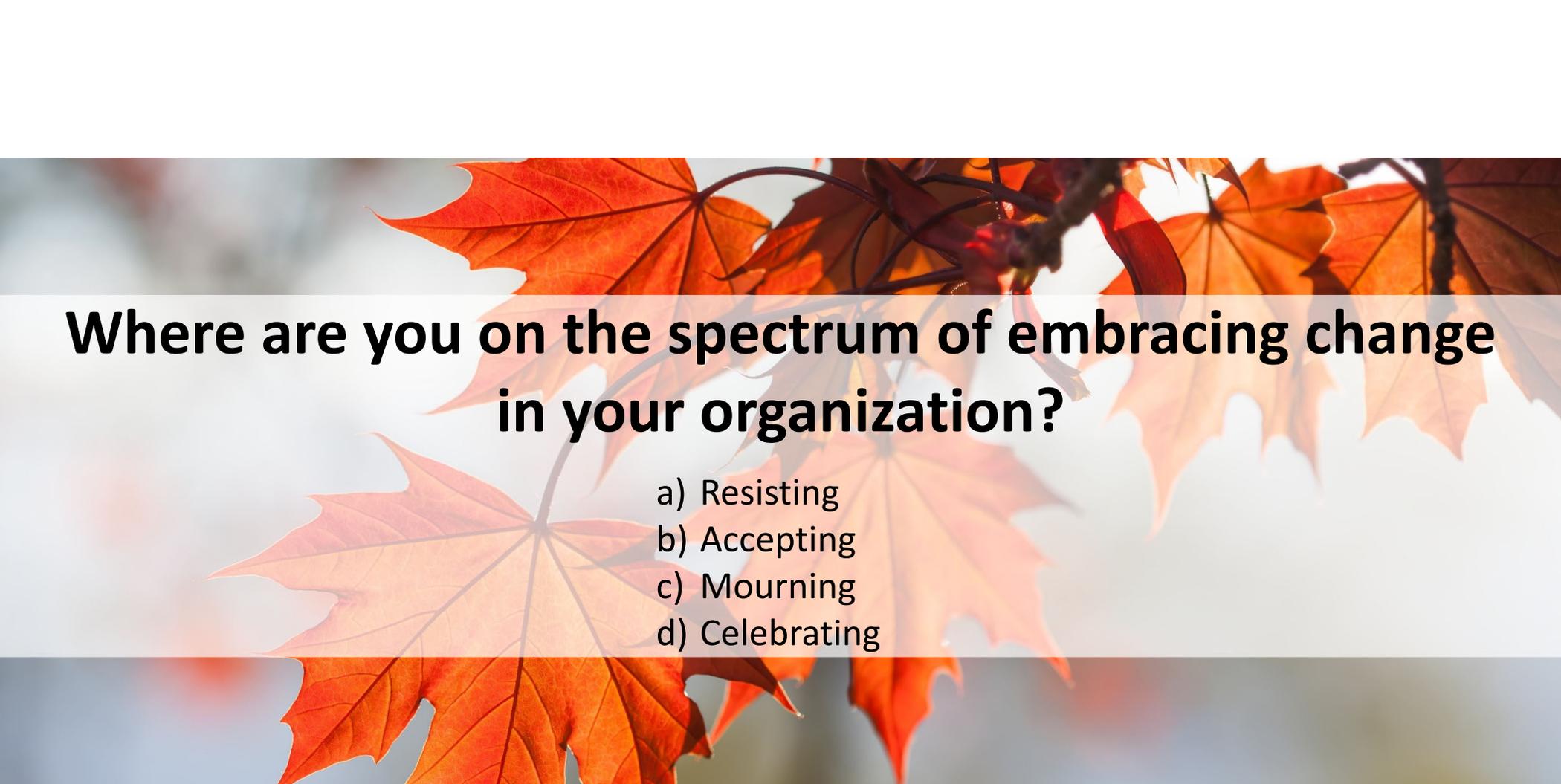


POLL RESPONSES

PROACTIVE PREPARATION

TOP 3 TIPS

- 1) Get Organized
- 2) Think About the “Why”
- 3) Be Flexible and Optimistic



**Where are you on the spectrum of embracing change
in your organization?**

- a) Resisting
- b) Accepting
- c) Mourning
- d) Celebrating

POLL QUESTION

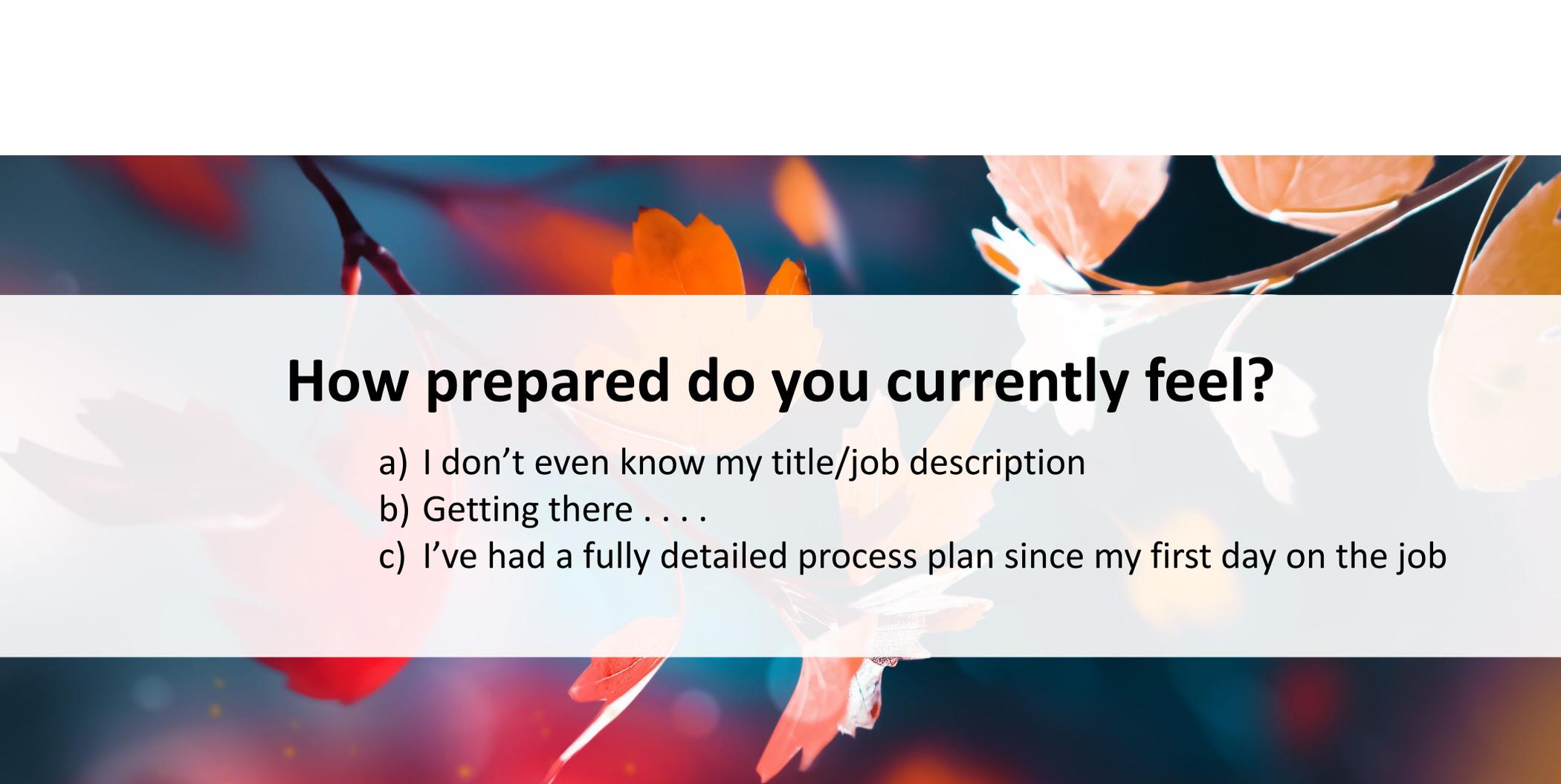


POLL RESPONSES

PROPER POSITIONING

TOP 3 TIPS

- 1) Build bridges and collaborate
- 2) Listen more than talk
- 3) Prioritize and Pace



How prepared do you currently feel?

- a) I don't even know my title/job description
- b) Getting there
- c) I've had a fully detailed process plan since my first day on the job

POLL QUESTION

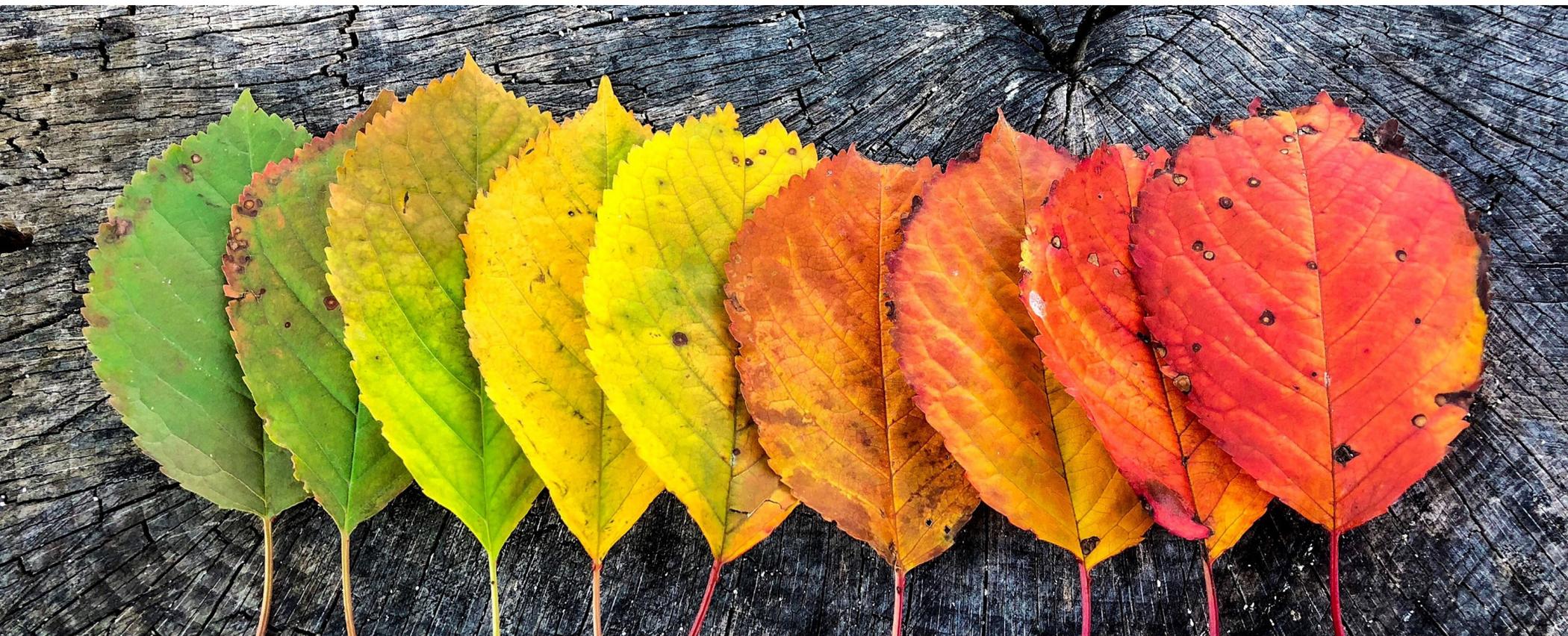


POLL RESPONSES

POSITIVE PERSEVERANCE

TOP 3 TIPS

- 1) Opt for Optimism
- 2) Prepare for Pushback
- 3) Actualize Advocacy



THANK YOU!!!