



Commission on Women
in the Profession
American Bar Association



THE ABA COMMISSION ON WOMEN IN THE PROFESSION
AND THE ABA YOUNG LAWYERS DIVISION

PRESENT THE FOURTH WOMEN IN LAW LEADERSHIP ACADEMY

REGISTER ONLINE AT WWW.ABANET.ORG/WOMEN/WILL.HTML

FOR MORE INFORMATION, CONTACT THE COMMISSION ON WOMEN
AT 312.988.5715 OR ABACWP1@ABANET.ORG.

APRIL 29-30, 2010
LOEWS PHILADELPHIA HOTEL
PHILADELPHIA, PA

ABOUT THIS CONFERENCE

Realize your leadership potential - learn how to develop business - take your career to the next level. Obtain concrete advice and guidance and learn best practices from prominent general counsel, judges, and practitioners. The WILL Academy features interactive and highly informative programs concerning cutting-edge issues of importance to every woman lawyer and will enable you to network with leading judges and lawyers from around the country.

Why You Should Attend This Conference:

- Build your business development acumen
- Hear advice from federal and state judges on communicating effectively in court
- Gain tools to help you better serve clients
- Enhance your personal leadership skills
- Network with some of the legal profession's top leaders

SCHEDULE AT A GLANCE

THURSDAY, APRIL 29, 2010

9:00 a.m.	Registration Opens
10:00 a.m. – 10:30 a.m.	Opening Remarks
10:30 a.m. – 11:45 a.m.	Opening Session: Attributes of a Leader
11:45 a.m. – Noon	Break
Noon – 1:30 p.m.	Luncheon
Keynote Speaker:	Lynn Laverty Elsenhans, Chairman and Chief Executive Officer, Sunoco, Inc.
1:45 p.m. – 3:00 p.m.	Breakout Session: Navigating to Partnership, Rainmaking, and Succession Planning
1:45 p.m. – 3:00 p.m.	Breakout Session: Alternatives to Law Firm Practice
3:00 p.m. – 3:15 p.m.	Break
3:15 p.m. – 4:00 p.m.	Developing Your Personal Strategic Plan
4:00 p.m. – 5:30 p.m.	Advice from the Bench
5:30 p.m. – 7:00 p.m.	Reception – An Opportunity to Network with Judges & Corporate Counsel

FRIDAY, APRIL 30, 2010

7:30 a.m.	Registration Opens
8:00 a.m. – 9:00 a.m.	Networking Breakfast
9:00 a.m. – 10:30 a.m.	Best Practices and Advice from General Counsel
10:30 a.m. – 10:45 a.m.	Break
10:45 a.m. – 11:45 a.m.	Breakout Session: Negotiation Skills for Lawyers
10:45 a.m. – 11:45 a.m.	Breakout Session: Restructuring Law Firms in a Down Market: Alternative Models & Work/Life Flexibility as Part of the Solution
11:45 a.m. – Noon	Break
Noon – 2:00 p.m.	Luncheon
Keynote Speaker:	Mary E. Snapp, Corporate Vice President and Deputy General Counsel, Microsoft Corporation

PROGRAM SCHEDULE & DESCRIPTIONS

THURSDAY, APRIL 29, 2010

9:00 A.M. REGISTRATION OPENS

10:00 A.M. — 10:30 A.M. OPENING REMARKS

10:30 A.M. — 11:45 A.M. OPENING SESSION: ATTRIBUTES OF A LEADER

A panel of successful women leaders, including corporate counsel and private practitioners, will discuss the qualities that have helped to shape their careers. Panelists will offer practical tips and share instructive, real world examples so that participants will be able to enhance their client service by improving their leadership skills, avoiding ethical pitfalls, identifying and overcoming obstacles to leadership positions, and developing plans that can weather the changing legal and economic environment.

SPEAKERS:

Mary B. Cranston, Firm Senior Partner, Pillsbury Winthrop Shaw Pittman, LLP
Julie M. Howard, President and Chief Operating Officer, Navigant Consulting, Inc.
Carolyn Lamm, ABA President and Partner, White & Case LLP (invited)
Michele Coleman Mayes, Senior Vice President and General Counsel, Allstate Insurance Company

MODERATOR: **Laurel G. Bellows**, Principal, The Bellows Law Group, P.C.



11:45 A.M. — NOON BREAK

NOON — 1:30 P.M. LUNCHEON

KEYNOTE SPEAKER: **Lynn Laverty Elsenhans**, Chairman and Chief Executive Officer, Sunoco, Inc.

1:45 P.M. — 3:00 P.M. BREAKOUT SESSION: NAVIGATING TO PARTNERSHIP, RAINMAKING, AND SUCCESSION PLANNING

A panel of distinguished women partners and the general counsel of Harley-Davidson, Inc. will provide tips on how to achieve partnership at a law firm, how to make a successful transition from associate to partner, and how to provide better client service. This panel discussion will be packed with insights on what attributes law firms and clients look for in a partner. Topics will include: (1) thinking and working like an owner; (2) building your business development skills and strategies; and (3) how to ensure that you make the best use of your relationship with in-house counsel. The panel will also discuss various aspects of rainmaking, such as how best to address clients' needs, and succession planning, including how to make succession planning as seamless as possible for clients. The goals of this program will be to provide practical advice for associates looking to climb the ladder at their law firms.

SPEAKERS:

Hilarie Bass, Global Operating Shareholder, Greenberg Traurig, LLP
Pamela A. Bresnahan, Partner, Vorys, Sater, Seymour and Pease LLP
Gail A. Lione, Executive Vice President, General Counsel and Secretary, Harley-Davidson, Inc.
Lorna G. Schofield, Partner, Debevoise & Plimpton LLP

MODERATOR: **Charna E. Sherman**, Partner, Squire Sanders & Dempsey L.L.P.

1:45 P.M. — 3:00 P.M. BREAKOUT SESSION: ALTERNATIVES TO LAW FIRM PRACTICE

A panel of experts will discuss strategies for developing the necessary skills to excel in a non-law firm practice environment, including a discussion of practical tips and proven methods for finding a women-friendly employer and learning what it takes to succeed in a non-law firm practice setting. The goal of this program will be for attendees to enhance and gain practical skills to better serve clients, who are often their employers, whether those clients/employers are governmental entities, corporate or non-profit law departments, or educational institutions.

SPEAKERS:

JoAnne A. Epps, Dean, Temple University James E. Beasley School of Law
Marcia Devins Greenberger, Founder and Co-President, National Women's Law Center
Mary L. Smith, Partner, Schoeman, Updike, Kaufman & Scharf LLP

MODERATOR: **Sara Lipscomb**, General Counsel, U.S. Small Business Administration

3:00 P.M. — 3:15 P.M. BREAK

3:15 P.M. — 4:00 P.M. DEVELOPING YOUR PERSONAL STRATEGIC PLAN

During this session you will learn how to use an effective framework to develop a personal strategic plan that includes your goals and steps for achieving results.

SPEAKERS:

Lisa B. Horowitz, Director of Professional Development, McDermott Will & Emery LLP
Beth L. Kaufman, Partner, Schoeman, Updike & Kaufman, LLP

4:00 P.M. — 5:30 P.M. ADVICE FROM THE BENCH

A panel of prominent state and federal court judges will discuss the different communication styles of women and men, and include, among other things, a discussion of how women lawyers are perceived in the judicial system. They will provide practical tips and best practices for effective oral argument, opening and closing, examination of witnesses, and communication with the court, opposing counsel, and the jury. The goal of this program will be for attendees to enhance their litigation, negotiation, and appellate advocacy skills.

PROGRAM SCHEDULE & DESCRIPTIONS

SPEAKERS:

Judge Judith S. Kaye, Of Counsel, Skadden, Arps, Slate, Meagher & Flom LLP and Former Chief Judge of the New York Court of Appeals
Judge Barbara M. G. Lynn, United States District Judge for the Northern District of Texas
Judge M. Margaret McKeown, United States Court of Appeals for the Ninth Circuit
Judge Norma L. Shapiro, United States District Judge for the Eastern District of Pennsylvania

MODERATOR: Associate Justice Fernande “Nan” Duffly, Massachusetts Appeals Court

5:30 P.M. – 7:00 P.M. RECEPTION—AN OPPORTUNITY TO NETWORK WITH JUDGES & CORPORATE COUNSEL

FRIDAY, APRIL 30, 2010

7:30 A.M. REGISTRATION OPENS

8:00 A.M. – 9:00 A.M. NETWORKING BREAKFAST

Table topics will include: Leadership, Work-Life Balance, Networking, Alternatives to Law Firm Careers, Pathways to the General Counsel’s Office, and Rainmaking.

FACILITATOR: Deborah Epstein Henry, Founder and President, Flex-Time Lawyers LLC

9:00 A.M. – 10:30 A.M. BEST PRACTICES AND ADVICE FROM GENERAL COUNSEL

A panel of general counsel will discuss best practices and practical and specific tips on: (1) building rapport, maintaining client trust, and managing and meeting client expectations; and (2) understanding and complying with corporate diversity and inclusion initiatives and goals. This program will help you to better serve your clients, and better understand and meet client objectives. In addition, the panel will discuss their companies’ diversity and inclusion policies and goals and how such policies affect their relationships with outside counsel.

SPEAKERS:

Carrie J. Hightman, Executive Vice President and Chief Legal Officer, NiSource Inc.
Thomas L. Sager, Senior Vice President and General Counsel, DuPont
Laura Stein, Senior Vice President and General Counsel, The Clorox Company
Kellye L. Walker, Former Senior Vice President and General Counsel, Diageo North America

MODERATOR: Catherine Lamboley, Retired Senior Vice President and General Counsel, Shell Oil Company

10:30 A.M. – 10:45 A.M. BREAK

10:45 A.M. – 11:45 A.M. BREAKOUT SESSION: NEGOTIATION SKILLS FOR LAWYERS

A panel of experts will discuss effective negotiation styles and include, among other things, a discussion of practical tips and best practices for effective negotiations, how personality and gender affect negotiation behavior, and techniques to better evaluate your negotiation style and performance in negotiations. Advice will also include effective and ineffective negotiation habits and attitudes, attributes of successful negotiators, how to deal with common problems that arise in negotiations, and ethical issues lawyers face in negotiations. The goal of this program will be for attendees to enhance their negotiation skills in all aspects of the practice of law in order to gain skills to better serve their clients.

SPEAKERS:

Kim J. Askew, Partner, K & L Gates LLP
Paulette Brown, Partner and Chief Diversity Officer, Edwards Angell Palmer & Dodge LLP
Cathy Fleming, Partner, Hodgson Russ LLP

MODERATOR: Laurel G. Bellows, Principal, The Bellows Law Group, P.C.

10:45 A.M. – 11:45 A.M. BREAKOUT SESSION: RESTRUCTURING LAW FIRMS IN A DOWN MARKET: ALTERNATIVE MODELS & WORK/LIFE FLEXIBILITY AS PART OF THE SOLUTION

At this session, we will explore converging factors that will affect the future structure of law firms. With the economy in crisis, layoffs being issued daily, work/life balance programs being threatened, technology changing the way we work, clients demanding more value for less, and Boomers and Millennials redefining workplace expectations, we will debate whether the billable hour model is still viable. We will discuss core competencies versus lockstep compensation and whether dispensing with the billable hour at certain levels or altogether is the answer or whether it can be modified. We will debate reduced hours as a means to save on costs, and we will share innovative firms’ practices, alternative fee structures, and new law firm models. We will analyze how to meet economic demands, law student desires, and lawyer and client needs within the context of the ever-changing demands of the market.

SPEAKERS:

Patricia K. Gillette, Partner, Orrick Herrington & Sutcliffe LLP
Carol Ann Petren, Executive Vice President and General Counsel, CIGNA Corporation
Lauren Stiller Rikleen, Senior Partner, Bowditch & Dewey, LLP and Executive Director, Bowditch Institute for Women’s Success

MODERATOR: Deborah Epstein Henry, Founder and President, Flex-Time Lawyers LLC



11:45 – NOON BREAK

NOON – 2:00 P.M. LUNCHEON

KEYNOTE SPEAKER: Mary E. Snapp, Corporate Vice President and Deputy General Counsel, Microsoft Corporation

Program subject to change

REGISTRATION & GENERAL INFORMATION

HOTEL INFORMATION

A block of rooms has been arranged at the Loews Philadelphia Hotel, 1200 Market Street, Philadelphia, Pennsylvania. Reservations can be made at the hotel by calling 215.627.1200 and referring to the ABA Commission on Women's Women in Law Leadership Academy (WILL). The Commission has arranged for a special rate of \$239 single/\$264 double. To receive this special rate, you must book your room by **Friday, March 26, 2010**.

AIRLINE RESERVATIONS

The ABA has negotiated airfares available through our official travel agency, currently Orbitz for Business. For more details and to obtain an ABA Online Travel Profile, please visit www.abanet.org/travel or call Orbitz for Business Customer Service at 877-222-4185.

SPONSORSHIP OPPORTUNITIES

Show your support of the women in your firm by contributing to the 2010 WILL Academy. For more information about sponsorship opportunities go to www.abanet.org/women/will.html. The cut-off for sponsorship commitments is **March 1, 2010**.

MCLE CREDIT

Accreditation will be requested for eligible programs from every state with mandatory continuing legal education (MCLE) requirements for its lawyers. Please be aware that each state has its own rules and regulations, including its definition of "CLE." Check with your state agency for confirmation of a program's approval. Attorneys seeking to obtain MCLE credit in Pennsylvania are required to pay state accreditation fees directly to that state. Certificates of attendance will be available at the conclusion of the program. In order to receive CLE credit, all attorneys will be required to sign in on the sign in sheets and obtain a Uniform Certificate of Attendance. Registration fees must be paid in full before registrants can receive credit. You may contact Alia Graham, 312.988.5715, two weeks prior to the conference for confirmation of the number of CLE credit hours requested by the ABA or credits approved by any particular state.

ADVANCE REGISTRATION

Registration will close on **April 9, 2010**. Register prior to **March 26, 2010** and save \$50 on the registration fee.

GROUP REGISTRATION DISCOUNT

Group discounts are available. For 3-5 attendees from a single firm or corporation, save \$50 per person. For 6 or more attendees, save \$75 per person. Group discounts can be applied to individuals from the same firm, but different offices. For more information about group discounts, please contact Alia Graham at 312.988.5715.

PERSONS WITH DISABILITIES

If you have any special needs, contact Alia Graham at 312.988.5715 or abacwp1@abanet.org.

CANCELLATION POLICY

Requests for refunds will be processed through 5:00 p.m. CST on April 23, 2010. Requests must be received in writing to be eligible. A \$50 administrative fee will be deducted from the refund. Please allow 8 – 10 weeks post-conference for the processing of any refunds. Written requests should be faxed to Alia Graham at 312.988.5790.

QUESTIONS

If you have any questions, contact Alia Graham at 312.988.5715 or abacwp1@abanet.org.

REGISTRATION FORM

HOW TO REGISTER:

1. Register online at www.abanet.org/women/will.html
2. Complete the following form and return to:

ABA Commission on Women in the Profession
Attn: Alia Graham
321 North Clark Street
Chicago, IL 60654
Phone: 312.988.5715 Fax: 312.988.5790

The deadline for receipt of advance registration is **April 9, 2010**. Registrations received after this date will be processed onsite.

Questions? For additional information about registration, please contact Alia Graham at 312.988.5715.

Name _____

Name (as it should appear on badge) _____

ABA Member ID _____

Firm/Company _____

Address _____

City | State | Zip Code _____

Business Phone | Business Fax _____

E-mail Address _____

Please list any dietary needs _____

Registration Fees: The deadline for advance registration is **April 9, 2010**.

Circle Appropriate Fee:

	Through March 26	After March 26
ABA member	\$ 445.00	\$ 495.00
Non-ABA member	\$ 545.00	\$ 595.00
Acad/Judge/Govt ABA member	\$ 295.00	\$ 345.00
Acad/Judge/Govt non-ABA member	\$ 395.00	\$ 445.00

The registration fee includes course materials, networking breakfast, two luncheons, and reception.

Group Registration: Group registration discounts are available for three or more attendees from the same firm or company.

For more information please contact Alia Graham at 312.988.5715.

Methods of Payment

1. Checks should be made payable to the American Bar Association.

2. Credit Card (circle one): American Express MasterCard Visa

Name on Card (please print): _____

Card Number: _____

Expiration Date (month & year): _____

Signature: _____



American Bar Association
Commission on Women in the Profession
321 N. Clark Street 18th Floor
Chicago, IL 60654-7598

CO-SPONSORING LOCAL, STATE, & NATIONAL BAR ASSOCIATIONS

(At time of printing)

- >> Asian Pacific American Bar Association of Pennsylvania
- >> Barristers' Association of Philadelphia
- >> Hispanic Bar Association of Pennsylvania
- >> National Association of Women Lawyers
- >> National Bar Association, Women Lawyers Division
- >> Pennsylvania Bar Association Commission on Women in the Profession
- >> South Asian Bar Association of Philadelphia