

Leadership Council on Legal Diversity

2015 Fellows First Meeting

**March 6-8, 2015
Hotel Monteleone
New Orleans, Louisiana**

Agenda

March 6, 2015

11:15 AM - 12:00 PM
Queen Anne Ballroom

Welcome & Orientation
Lori L. Lorenzo, Program Director, LCLD

With historical comments by Keith Donatto, Sr., Director of Meeting Services at Hotel Monteleone.

12:00 - 12:45 PM

Accountability Partner Exercise

12:45 - 2:00 PM
East/West/Bienville/
Iberville Ballrooms

Networking Lunch for 2014 & 2015 Fellows

2:15 - 3:15 PM
East/West/Bienville/
Iberville Ballrooms

Fireside Chat Featuring LCLD Member Paul Jones, Vice President, General Counsel, and Secretary of Harley-Davidson, Inc.
Interview by Robert J. Grey, Jr., President, LCLD

3:15 - 3:45 PM

2014 - 2015 Interactive Session: How to Make the Most of the Fellowship Year

2014 Fellows will help orient you to the program by offering advice on how to make the most of your Fellowship year and take advantage of the professional development opportunities the program offers.

4:00 - 6:00 PM
Queen Anne Ballroom

Coaching Basics
Chris De Santis, Specialist in Management and Organization Development
John Mitchell, "The Purple Coach" and Owner, KMAdvisors, LLC

Your Fellowship year will be an opportunity not only for you to learn from consultants and top legal practitioners, but also to learn from each other. This session will teach the basics of peer coaching so that you can maximize your peer interactions both at Fellows meetings and during accountability partner exercises.

7:00 - 8:30 PM
East/West/Bienville/
Iberville Ballrooms

Joint 2014 & 2015 Fellows Reception

March 7, 2015

6:30 - 7:30 AM
Orleans Room

Yoga
Fellows have the option to attend a group yoga class to start their day.

March 7, 2015 (Continued)

8:00 - 9:00 AM
East/West/Bienville/
Iberville Ballrooms

Networking Breakfast for 2014 & 2015 Fellows

9:00 AM - 12:00 PM
Queen Anne Ballroom

The HABit of Leading

Kathleen Brady, Career/Life Management Coach, Author, and Trainer

Fellows will be guided through the Highlands Ability Battery (HAB) Leadership Report to interpret and understand results. Fellows will learn how to use their style strengths and mitigate shortcomings during this interactive session to develop their leadership style.

12:15 - 1:15 PM
East/West Ballrooms

Lunch

1:30 - 3:30 PM
Queen Anne Ballroom

Servant Leader

Chris De Santis, Specialist in Management and Organization Development

An in-depth look at how emotional intelligence impacts leadership, especially in workplaces that span several generations and are currently undergoing a shift in expectations related to both client service and work-life integration.

3:45 - 5:15 PM
Queen Anne Ballroom

Building Deep Relationship Capital

Ritu Bhasin, Founder and Principal, bhasin consulting inc.

Your capacity to develop, sustain, and grow deep professional relationships (relationships worthy of loyalty), is a key predictor of your long-term success.

In this training, we will examine and discuss the practical ways of relationship building with top-performing in-house counsel and law firm partners, and what successful relationship-builders do to build deep connections.

5:15 - 6:30 PM

Leadership, Branding & Relationships Break

6:30 PM
Meet in the Lobby

Dinner: Dine-Arounds

Dine-Arounds are at the Fellows' expense. All restaurants are within walking distance or a short cab ride from Hotel Monteleone.

March 8, 2015

9:00 - 9:30 AM
East/West Ballrooms

Breakfast

9:30 - 11:30 AM
Queen Anne Ballroom

Make an Impact – Get Results

Brent Baer, Learning & Organizational Development Expert, Baer Essentials

March 8, 2015 (Continued)

A dynamic, interactive event that helps lawyers achieve greater credibility and influence in their communications and presentations, both formal (boardrooms and courtrooms) and informal (networking and office interactions).

11:30 AM - 12:00 PM
Queen Anne Ballroom

Closing/Adjourn
Lori L. Lorenzo

Speakers



Brent Baer is the owner of Baer Essentials, a premier consulting firm that provides training and coaching in communications, presentations, and public speaking. For more than 15 years, Baer's interactive seminars, workshop, and coaching sessions have impacted more than 10,000 professionals in the legal, financial, technology, and not-for-profit sectors.

Baer has been collaborating with Fortune 1000s and law firms throughout North America and abroad to increase their communication effectiveness and improve marketing skills. The Baer Essentials Successful Presentations Course is CLE-accredited and is a dynamic, interactive experience that helps lawyers achieve greater credibility and influence when presenting in the boardroom, courtroom, or a client presentation.

Baer is a longstanding faculty member with the National Association for Law Placement, the American Management Association, Yeshiva University, and the Practising Law Institute.

Also, Baer has delivered management, customer service, and diversity courses that have changed the culture of organizations. He has been a radio host, a standup comedian, the host of events for the Muscular Dystrophy Association and Youth at Risk, as well as a speaker at international conventions. Baer has also appeared on CBS TV's *60 Minutes*.

Baer began his training career at Dale Carnegie and Associates, where he was the #1 revenue producer worldwide. He has also completed the American Society of Training and Development's Train the Trainer Program. He received his B.B.A. and the Business Administration Award at The George Washington University School of Business in Washington, D.C. Baer has delivered online webinars that have been attended by thousands.



Ritu Bhasin, LL.B., M.B.A., is Founder and Principal at bhasin consulting inc., a firm that provides people management and leadership strategies to international organizations with an emphasis on diversity and the advancement of women. Bhasin is also Co-Founder of Mivoko Inc., an application that puts a voice to everyone's name in order to address the many issues surrounding name mispronunciation. Along with her sister, Bhasin is Founder of Insayva, a platform for self-empowerment for

those seeking personal and professional growth, which includes a series of leadership retreats for professional women.

Bhasin has extensive experience in delivering leadership/training programming and providing coaching services across a range of people management areas, with a focus on diversity and the advancement of women. She has been certified to administer intercultural competence assessment tools for teams and individuals, including the Intercultural Development Inventory and the Intercultural Conflict Style Inventory. She is also trained in neuroscience coaching strategies for leadership growth. Bhasin has now coached hundreds of professionals, focusing on empowering them to leverage their strengths in their development.

Previously, Bhasin spent 10 years in the legal profession, first practicing civil litigation and public law,

and then serving for seven years on the senior management team of a preeminent Canadian law firm as their director of legal talent management. An inspiring and engaging speaker, Bhasin is a regular contributor in the media. Lastly, Bhasin is a trained instructor in a few yoga disciplines and, when she is not working, you will find her in a “downward dog.”



Kathleen Brady, CPC, is a Career Management and Transition Coach with 25 years of experience helping lawyers identify their goals and design action plans to achieve them. She works with clients to develop a comprehensive career/life strategy and to improve workplace skills such as communication, leadership, client development, time management, delegating, delivering feedback, and effective mentoring. She is also a recognized expert on topics including job search strategies, resume writing, networking and interviewing techniques, and recovering from a layoff. A frequent contributor to *Your Money* in the *New York Daily News*, she has also shared her expertise on Fox News, CNN, NPR, *This Week in America*, *First Business Report*, and radio stations across the country.

Brady started her career at Columbia Law School and went on to serve as assistant dean of career services at Fordham University School of Law; national director of staff recruitment and development at Jackson Lewis P.C.; and manager of associate professional development at Milbank, Tweed, Hadley & McCloy LLP. She is also a past president of the National Association for Law Placement (NALP) and a founding member of the NALP Foundation for Research and Education. She has published four books: *GET A JOB! 10 Steps to Career Success* (Inkwater Press, 2013), *Mastering The Art of Success* (Insight Publishing, 2011), *Navigating Detours on the Road to Success: A Lawyer’s Guide to Career Management* (Inkwater Press, 2005), and *Jobs for Lawyers, Effective Techniques for Getting Hired in Today’s Legal Marketplace* (Impact Publications, 1996). She is a Certified Professional Coach, a Master Practitioner of the Energy Leadership Index, and a certified provider of the Highlands Ability Battery. Brady is also a member of the International Coach Federation and the American Society of Journalists and Authors.



Chris De Santis is an independent consultant specializing in the design and delivery of management and organization development interventions. He assists individuals or groups in identifying obstacles to effectiveness and subsequently works with them to create user-friendly solutions aligned with the company’s strategic initiatives. He brings with him 30 years of experience in training and development; graduate degrees in organization development and marketing; and work experience in manufacturing, service, and not-for-profit environments. He has an undergraduate degree in business from the University of Notre Dame, an M.B.A. from the University of Denver, and an M.A. in organization development from Loyola University.

De Santis has done training and instructional design work with service organizations such as Accenture, Abbott Labs, and Ernst & Young. He has been the director of training and development for the American Medical Association, and he was part of the Human Resource Development group for Brunswick Corporation, a leader in the manufacture of leisure products. He has worked as an independent practitioner for the past 18 years. He has done management and executive development course design, implementation, and facilitation, as well as the delivery and evaluation of training initiatives. He has numerous vendor certifications and he has performed both needs assessments and the subsequent course deliveries to address those needs.



Keith B. Donatto, Sr. is a native New Orleanian with over 40 years' experience in the hospitality industry—his work history includes several years of employment with Omni, Marriott, Sonesta, and most recently Hotel Monteleone, where he has been employed for the past 24 years.

Donatto attended Southern University at New Orleans.

He is a very active member of the St. Peter Claver Church community as well as the Treme Community Outreach Program, and a participating member of the Knights of Peter Claver. Donatto also serves as a mentor in the U.S. Attorney General's program for at-risk youth.

He is also Vice President of the United Men of Jesus Association and the recipient of several prestigious awards including the Saint Louis Medallion Award, Mentoring Youth Award, 2013 Fatherhood Award, and 2014 Presidential Volunteer Award.



Robert J. Grey, Jr. is a Partner with Hunton & Williams LLP and serves as Vice Chair of the firm's Pro Bono Committee. Grey's practice is focused on representing businesses in administrative, regulatory, and legislative matters. He has also served as a neutral in commercial mediations.

Grey currently serves as the President of the Leadership Council on Legal Diversity.

In 2010, Grey was appointed by President Obama and confirmed by the United States Senate to the Board of the Legal Services Corporation.

Grey was elected as an officer in the American Bar Association (ABA), serving as chair of the ABA House of Delegates in 1998 and later as president of the association in 2004. During his term as president of the ABA, he worked for better justice through better juries via the America Jury Initiative.

He received his B.S. in 1973 from Virginia Commonwealth University and his law degree in 1976 from Washington and Lee University, where he served on its Board of Trustees from 2006 to 2014.



Paul J. Jones is Vice President, General Counsel, and Secretary of Harley-Davidson, Inc. (NYSE: HOG). In this role, Jones serves as a corporate officer and as a member of Harley-Davidson's executive leadership team. He manages the company's legal department and oversees all legal matters for the company, as well as the company's public policy/government affairs function. Jones also serves as the company's Chief Ethics and Compliance Officer and as Corporate Secretary for the company's

Board of Directors.

Jones serves as an industry representative on the U.S. Industry Trade Advisory Committee on Consumer Goods (ITAC 4), a joint appointment by the U.S. Secretary of Commerce and the U.S. Trade Representative. He is also a member of the Board of Directors of the National Association of Manufacturers (NAM) and the U.S. Motorcycle Manufacturers Association.

In 2011, Jones earned a Master of Business Administration from the Kellogg School of Management,

Northwestern University. He earned his law degree from Georgetown University and received his undergraduate degree in political science from the University of Wisconsin—Whitewater.

Prior to joining Harley-Davidson, Jones served as vice president, general counsel, and secretary for Regal Beloit Corporation (NYSE: RBC), a leading global manufacturer of mechanical and electrical motion control and power generation products serving markets throughout the world. He was previously a partner in the corporate transactional practice at Foley & Lardner LLP, a national law firm based in Milwaukee, Wisconsin, where he counseled public and private companies in the areas of corporate governance, securities offerings and regulation, mergers and acquisitions, and general corporate matters. He also served as a judicial law clerk for the Wisconsin Supreme Court and as a policy analyst for the Wisconsin State Assembly.



Lori L. Lorenzo is the proud mom of four kids: Amanda, 13; Mark, 10; Kyle, 7; and Ethan, 5. In her role with the Leadership Council on Legal Diversity (LCLD), she is responsible for supporting LCLD's efforts to promote diversity and inclusion among Member organizations, developing and managing LCLD's strategic programs, and promoting understanding of legal diversity issues generally.

Lorenzo has published several articles and she is a frequent speaker on diversity with organizations including the American Bar Association, the National Association for Law Placement (NALP), and the Association for Legal Administrators, among others.

Lorenzo received her B.A. with honors from the University of Florida and her J.D. from Duke University School of Law. Before joining LCLD, her work experience included law practice in structured finance and securitization, small business ownerships (a martial arts company), and several years managing diversity initiatives for law schools.



John Mitchell is a lawyer and a leader. He is committed to helping lawyers discover their leadership potential so that they continuously develop themselves and their organizations in pursuit of changing the world. Mitchell specializes in working with lawyers in formal roles like general counsel, managing partner, practice group leaders and committee chairs, and those in informal leadership roles. He also supports in-house lawyers transitioning to business roles, junior associates, new partners,








major rainmakers, and senior lawyers considering their “second season” in life.

Helping leaders transition to new leadership positions is one area of Mitchell's expertise. He has extensive experience assisting women and attorneys of color in successfully applying their talents in new roles and new environments. Mitchell's unique background brings personal experience to these types of transitions and his educational experiences ground those firsthand experiences with sound theory and applied research.

Mitchell's 20 plus years of business experience ranges from working as a professional in a social service agency, to practicing law in a large international law firm, to leading a large urban affiliate of an internationally known not-for-profit housing development organization, to starting a successful company that helps leaders develop and hone their own unique leadership style.

When he is not working with clients, Mitchell can often be found running or cycling along Chicago's beautiful lakefront. He and his wife can be found at one of the city's many restaurants, cultural institutions, or music festivals. An annual pilgrimage to the New Orleans Jazz & Heritage Festival, visits with friends around the country, and bicycle trips anywhere the terrain is more varied than Chicago's keep Mitchell on the move. So, if you get his voicemail leave a message. More likely than not he is out someplace having fun. But do not worry—he will return your call!

LCLD Fellows Region Colors

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|  California |  Northeast |
|  DC |  Southeast |
|  Midwest |  Texas |
|  New York | |



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