

Leadership Council on Legal Diversity

2015 Pathfinder Second Meeting

**October 16-17, 2015
Katten Muchin Rosenman LLP
Chicago, Illinois**

Agenda

October 16, 2015

12:00 - 1:00 PM
Main Dining Room

Registration & Networking Lunch

1:00 - 1:15 PM
Main Dining Room

Welcome

Dennis J. Broderick, Executive Vice President, General Counsel, and Secretary, Macy's, Inc.; Former At-Large Vice President, LCLD Board of Directors

1:15 - 2:45 PM
Main Dining Room

Opening Plenary: Developing a Success Mindset

Elise Holtzman, President, The Lawyer's Edge

While having excellent technical skills in the law is a must for the successful lawyer, a success mindset is the “secret sauce” that will enable you to create and enjoy an extraordinary career and fulfilling life outside the office. Learn about the concrete benefits of developing a success mindset, common obstacles to doing so, and simple strategies to ensure that you are living life by design, not by default.

2:45 - 3:00 PM
Main Dining Room

Networking & Snack Break

3:00 - 5:00 PM
Main Dining Room

LCLD Fellows Panel & Table Talk: My Path to Success

Kendric Cobb, Corporate Counsel, Caterpillar Inc.; 2014 Fellow

Anny Huang, Partner, Sidley Austin LLP; 2014 Fellow

J. Kenneth Joung, Vice President and General Counsel, UOP LLC, Honeywell International Inc.; 2015 Fellow

Sarah J. La Voi, Associate General Counsel, Re:Sources USA; 2012 Fellow

Diane E. Webster, Partner, Hinshaw & Culbertson LLP; 2011 Fellow

Michael A. Wilder, Shareholder, Littler Mendelson, P.C.; 2015 Fellow

Greg Wu, Counsel, United Airlines Inc.; 2012 Fellow

Moderated by Lori L. Lorenzo, Program Director, LCLD

A panel of law firm and in-house Fellows discuss key elements to success in their organizations and true stories of their own successes (and failures) along the way. They will share tips for navigating difficult choices and things they wish they had known earlier. Fellows will also host breakout discussions with small groups of Pathfinders after the panel presentation.

5:30 PM
Meet in the Lobby of
the JW Marriott

Dine-Arounds

Participants are encouraged to discuss career advancement, personal career trajectory stories, and share candid advice. Please note that Dine-Arounds are at the attendees' expense.

October 17, 2015

8:00 - 8:45 AM

JW Marriott Chicago,
Madison Room

Breakfast & Study Group Meeting

Join your Study Group for breakfast to prepare for the case session later in the day.

9:00 - 10:30 AM

Main Dining Room
(Katten Muchin
Rosenman LLP)

Joint Training Workshop: Effective Interpersonal Communication

Elise Holtzman, President, The Lawyer's Edge

John Mitchell, "The Purple Coach" and Owner, KM Advisors, LLC

Developing strong communication skills is one of the keys to professional success. Understanding your communication styles and preferences is an important first step in communicating well with a wide variety of people in a wide range of situations. Next, learn how to use your preferred communication style to effectively navigate face-to-face and electronic interactions. Applying your new knowledge in specific real world situations will increase your effectiveness and help you achieve your personal and professional goals.

10:30 - 10:45 AM

Main Dining Room

Snack Break

10:45 AM - 12:45 PM

Main Dining Room
and Conference
Room 19 O/P

Breakout Sessions:

Law Firm: Making Partner

Carrie J. Fletcher, Executive Director, Harvard Law School Executive Education

Jimmie L. McMillian, Partner, Barnes & Thornburg LLP; 2011 Fellow

In-House: Efficiently Managing the In-House Legal Department

John Mitchell, "The Purple Coach" and Owner, KM Advisors, LLC

12:45 - 1:15 PM

Main Dining Room

Lunch

1:30 - 2:30 PM

Main Dining Room

Plenary: Managing the Unexpected, How to Navigate Sudden Change

John Mitchell, "The Purple Coach" and Owner, KM Advisors, LLC

It's said that the only constant in life is change. When it comes to unexpected changes, being able to thrive (rather than just survive) depends on developing resilience and the skills needed to adapt quickly. It's also critical to be able to plan for change—in other words, to engage in strategic planning for your own professional development and the future of your organization. This session will explore strategies for managing both types of change—the kind you don't see coming and the kind that will come only if you plan ahead.

October 17, 2015 (Continued)

2:30 - 2:42 PM
Main Dining Room

Tick-Tock, Tick-Tock—An Unconventional Primer on Time
Elise Holtzman, President, The Lawyer's Edge

Are you stressed out or “running around like a chicken without a head”? Do you wish there were 48 hours in a day? Effective approaches to time management can help you serve clients and your employer more effectively, reduce anxiety, and free up time for career and business development. Learn practical time-management skills you can use immediately to take control over your busy schedule.

3:00 - 4:15 PM
Main Dining Room

Closing Plenary: Executive Presence
Chris De Santis, Specialist in Management and Organizational Development

Technical expertise, check. Leadership skills well developed, check. Executive presence...This “I’ll know it when I see it” skill can be elusive, but it can be learned. This session will teach you how.

4:15 - 5:00 PM
19th Floor Reception
Area

Closing Remarks & Reception
Lori L. Lorenzo, Program Director, LCLD

Learn about what’s next after the Pathfinder Program, and then network with your Pathfinder classmates.

Speakers



Dennis J. Broderick is Executive Vice President, General Counsel, and Secretary of Macy's, Inc., a position to which he was elected in May 2009.

Broderick joined the company in 1987 when he was appointed vice president and deputy general counsel. He was named senior vice president and general counsel in 1990 and secretary in 1993.

Before joining Macy's, Broderick was assistant general counsel at The Firestone Tire & Rubber Co. in Akron, Ohio. Prior to that, he practiced with the law firm of Hahn, Loeser, Freedhaim, Dean & Wellman (now Hahn, Loeser & Parks) in Cleveland, Ohio.

Broderick is a member of the CBA-BLAC Roundtable. He is a former at-large vice president of the Leadership Council on Legal Diversity Board of Directors and a former member of the Cincinnati Symphony Board of Trustees.

A native of Pittsburgh, Broderick is a graduate of the University of Notre Dame. He earned his law degree from the Georgetown University Law Center in 1976. He lives in the Cincinnati area.



Kendric Cobb serves as Corporate Counsel at Caterpillar Inc. in Peoria, Illinois. He has been with Caterpillar since 2008 and has been a leader in the company's award winning Pro Bono Program. After working in the Litigation Section of Caterpillar's Legal Services Division, managing a wide range of product, commercial, and mass tort litigation, Cobb transitioned to the Employment Practice Section at Caterpillar, where he provides advice and counsel on all areas of employment law, internal

investigations, and regulatory compliance in the U.S. and Canada. In addition, Cobb manages a litigation docket comprised of employment and commercial matters.

Prior to his career at Caterpillar, Cobb was a commercial and regulatory litigator in the Chicago offices of three law firms: Winston & Strawn, LLP, Butler Rubin, LLP, and Reed Smith, LLP. Cobb has served on the Board of Directors of the Illinois Equal Justice Foundation, a legal aid funding foundation, and The Crittenton Centers, a crisis nursery and child development center. He is also a former director of the Cook County Bar Association, the oldest organization of African-American lawyers and judges in the country.

Cobb is a native of Champaign, Illinois, and is a graduate of both the University of Illinois at Urbana-Champaign and the University of Illinois College of Law. In his spare time, he enjoys live concerts, live sporting events, and working with youth.



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 training initiatives. He has numerous vendor certifications and he has performed both needs assessments and the subsequent course deliveries to address those needs.



Carrie J. Fletcher is the Executive Director of Executive Education at Harvard Law School (HLS), where she works with faculty and an administrative team to develop leadership programs that serve law firm managing partners, emerging law firm leaders, and general counsel from across the globe.

Before joining HLS Executive Education, Fletcher was the executive director of law programs at the Fullbridge Program, where she designed curricula focused on professional and business skills development and managed ongoing and new client relationships. Prior to her time at Fullbridge, Fletcher spent 18 years in both practicing and business-side roles at large law firms. From 2007-2013, she was a member of the Professional Development & Training team at Goodwin Procter LLP, where she created and implemented programming for partners and associates that focused on leadership development, core professional skills instruction, and substantive legal skills training. Fletcher also practiced complex commercial and soft intellectual property litigation from 1996-2007, initially in Chicago, and then at Foley & Lardner's Boston office for the last nine years of that period.

Fletcher received her J.D. from the University of Michigan Law School (December 1995) and her B.A. (April 1993, with honors) from the University of Michigan.



Elise Holtzman, *The Lawyer's Success Coach*, is an experienced lawyer and certified business coach who specializes in helping attorneys become more successful, more satisfied with their legal careers, and by extension, more fulfilled in their personal lives.

As the Founder and President of The Lawyer's Edge, Holtzman works with partners and associates in private practice as well as in-house counsel to help them maximize career opportunities

and minimize obstacles to success. The philosophy that drives Holtzman’s practice is that the happiest and most successful lawyers are the ones who engage in the strategic pursuit of professional excellence by developing insights and capabilities that go beyond technical legal skills.

Her areas of expertise include:

- Networking and business development training and coaching
- Preparing high-potential attorneys for leadership roles and partnership
- Honing “career intelligence” skills, such as communication, management, and client service

Holtzman frequently speaks on leadership development topics for organizations including the New York State Bar Association; the New Jersey State Bar Association; the New Jersey Women Lawyers Association; Lawline.com; and Columbia, Cardozo, and Rutgers law schools.

Prior to founding The Lawyer’s Edge, Holtzman practiced at large law firms in the area of commercial real estate transactions. She earned a B.A. in psychology from the University of Pennsylvania and her J.D. from Columbia Law School, where she was an editor of the *Columbia Law Review*. Holtzman is a past president of the New Jersey chapter of the International Coach Federation (ICF) and is accredited by the ICF. She continues to be an active law school alumna as a member of the Board of Directors of the Columbia Law School Association.

Holtzman lives with her husband, who is a practicing attorney, and their three children in central New Jersey.



Anny Huang is a Global Finance Partner at Sidley Austin, where she serves as Chair of Alternative Assets. She represents and advises international banking clients, leading investment funds, and public and private corporations. Huang was a 2014 Fellow of the Leadership Council on Legal Diversity and is a current Fellow to the 2016 class for Leadership Greater Chicago. Huang has been recognized by several publications, including *Chambers USA*, as a leading lawyer in the area of capital markets, and has been named by *Law360* as one of the top five “Rising Stars” in Banking, and as one of the *The National Law Journal’s* 40 Under 40 Rising Stars in Chicago. She currently serves on the firm’s investment and retirement plans committee and is also a member of the talent management committee and the committee on the retention and promotion of women.



J. Kenneth Joung is Vice President and General Counsel at UOP LLC, a wholly-owned subsidiary of Honeywell International Inc. and business unit within Honeywell Performance Materials and Technologies. UOP is a leading global technology provider to the refining, petrochemical, and gas processing industries for over 100 years, with the global headquarters in Des Plaines (Chicago), Illinois.

Joung is responsible and accountable for developing and executing global legal policies, strategies, and processes for UOP as a whole. He manages and oversees a legal team of 30 lawyers and legal professionals located in offices in five different countries, and he is also a member of the UOP CEO’s Executive Management Team. Joung’s career experience extends across all areas of law practice,

including general counseling, licensing and transactional matters, patent litigation, dispute resolution, and patent preparation and prosecution.

He holds a J.D. from Northwestern University, a B.A. in religion from Dartmouth College, and a B.S. in chemical engineering from the Illinois Institute of Technology. He is admitted to practice before the state bar in Illinois (1994) and is also registered to practice before the United States Patent and Trademark Office (1997).



Sarah J. La Voi is Associate General Counsel at Re:Sources USA, a division of Paris-based Publicis Groupe. La Voi and her team support Starcom MediaVest Group, Inc., a Digital and Media agency within the Groupe.

La Voi has significant experience in advertising law and was a brand-side attorney for McDonald's Corporation and Hyatt Hotels. Prior to law school, La Voi worked as an advertising agency account executive and voice-over talent. La Voi graduated with a joint J.D./M.B.A. from DePaul University College of Law and Kellstadt Graduate School of Business, focusing on intellectual property and marketing. She received her undergraduate degree from the University of Wisconsin-Madison in journalism and Spanish.

La Voi lives with her husband and three children in Chicago's Prairie District neighborhood. She serves as Vice President of the Friends of National Teachers Academy (a Chicago Public School), and is a Director of the Prairie District Neighborhood Association. She tries to practice yoga and, after years of failed attempts, has given up on learning to cook.



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.



Jimmie L. McMillian is a Partner in Barnes & Thornburg LLP’s Indianapolis office and a member of the Litigation Department. McMillian received a B.A. degree in 1998 from Indiana University–Bloomington. He received his J.D. degree in 2002 from the Indiana University School of Law–Indianapolis. McMillian is admitted to practice law in the state of Indiana and the United States District Courts for the Northern and Southern Districts of Indiana. McMillian is also a certified civil mediator in the state of Indiana. He currently serves as Chairman of the Marion County Public Defender’s Agency Board of Directors. He is also a member of the firm’s Motorsports practice group and represents clients in the industry.

McMillian represents clients on a variety of legal matters including products liability claims, personal injury lawsuits, contract disputes, and criminal defense matters. In March 2010, McMillian tried a case for a commercial construction client, who after a bench trial obtained a \$3.8 million judgment in federal district court related to a general contractor’s failure to comply with the terms of a construction agreement.

In 2005, he received Barnes & Thornburg’s Pro Bono Attorney of the Year Award and the Honorable Carr L. Darden Leadership Award. In 2006, he was recognized by *The Indiana Lawyer* as one of 10 “Up and Coming Lawyers” and received the publication’s Leadership in Law Award. McMillian is a graduate of the 2011-2012 Inaugural Leadership Council on Legal Diversity (LCLD) Fellows Program.



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!



Diane E. Webster is a Partner at Hinshaw & Culbertson LLP, who focuses on civil defense litigation including medical and healthcare litigation, products liability, pharmaceutical liability, and medical/surgical device litigation. Her clients include hospitals and physicians, insurance companies, a medical/surgical device company, state and county governments, and a Major League Baseball organization. Her practice also includes premises liability, municipal law, and government litigation.

Webster has defended a number of complex/catastrophic litigation cases involving medical negligence, birth trauma, obstetrical, neonatal negligence, and neurologic injuries. She is Co-Chair of Hinshaw's Hispanic/Latino Attorney Network and also serves on the firm's Hiring Committee and Attorney Life Committee. Webster also serves as a mentor in the firm's mentoring program.

Webster has been named by the *Chicago Daily Law Bulletin* and *Chicago Lawyer* as one of the top "40 Illinois Attorneys Under Forty to Watch" (2013). She has also been recognized as an "Emerging Lawyer" by *Leading Lawyers* (2015), a "Rising Star" by *Illinois Super Lawyers* (2013–2014), and one of *Diversity MBA's* "2012 Top 100 Under 50 Diverse Executive & Emerging Leaders." She was also selected as a 2011 Fellow in the inaugural year of the LCLD Fellows Program.

Webster is the Chair of the ALPFA Chicago Corporate Advisory Board and a member of the Executive Committee of the Chicago Bar Association Alliance For Women. She is also a member of the Illinois Association of Defense Trial Counsel, the Hispanic Lawyers Association of Illinois, and the Hispanic National Bar Association. She is also involved in Junior Achievement, the Step-Up Women's Network, The Metro Achievement Center, and Little Brothers—Friends of the Elderly.

Webster is admitted to practice in Illinois and earned her J.D., *cum laude*, from New England School of Law, where she was the associate editor and lead articles editor of the *Journal of International and Comparative Law*. She received a B.A. in political science from Arizona State University.



Michael A. Wilder is a Shareholder at Littler Mendelson, P.C. in Chicago, Illinois, and serves as the Hiring Shareholder for the Chicago office.

Wilder was born and raised in Detroit, Michigan. He went to Michigan State University's small liberal arts college, the James Madison College, for his undergraduate education. While in college, a family member contacted Wilder regarding an employment issue. This sparked Wilder's interest in becoming a labor and employment lawyer. As a result, Wilder went to Chicago-Kent College of Law and obtained a Certificate in Labor and Employment in addition to his law degree. As an attorney, Wilder regularly advises and represents employers in various areas of employment law before state and federal district courts, state and federal appellate courts, the American Arbitration Association, the Equal Employment Opportunity Commission, and other state agencies responsible for investigating workplace discrimination and harassment. He also defends federal contractors throughout the country for audits conducted by the Office of Federal Contract Compliance Programs.

Wilder loves going to the movies. This love prompted him to create a movie website dedicated to movie reviews. His website (wilderpost.com) is now actively viewed in 125 countries around the world.



Greg Wu is Counsel for United Airlines, where he is responsible for advising the company on a wide range of domestic and international employee benefit matters. Prior to joining United Airlines, he practiced in the area of executive compensation in addition to employee benefits. He received his law degree from Harvard Law School and his bachelor's degree from Duke University. Shockingly enough, he did not receive a basketball scholarship from Duke.



Notes:

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