

Leadership Council on Legal Diversity

2016 Fellows First Meeting

**March 4-6, 2016
Hyatt Regency Austin
Austin, Texas**

Agenda

March 4, 2016

11:15 AM - 12:00 PM

Zilker 2

Welcome & Orientation

Stephanie Uzel, Program Manager, LCLD

12:00 - 1:00 PM

Zilker 3 & 4

Networking Lunch for 2015 & 2016 Fellows

1:15 - 3:15 PM

Zilker 1 & 2

Executive Presence

Tim Gluszak, Senior Manager, Learning & Development, Global Diversity & Inclusion, General Mills, Inc.

Executive presence is undoubtedly elusive. It's discussed in board rooms, and, like obscurity, we know it when we see it. However, we have struggled to define it until now. In this interactive session, we will discuss a framework you can use to develop your executive presence as well as how it's expressed through the lens of multiculturalism and gender.

3:15 - 3:45 PM

2016 Fellows Class Photo

3:45 - 6:15 PM

Zilker 1

Break: 4:45 - 5:15 PM

Coaching Basics

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

Your Fellowship year is an opportunity for you to learn from consultants and top legal practitioners, and, most importantly, each other. This session will teach the basics of peer coaching so that you can maximize your peer interactions at the Fellows meetings and during Accountability Partner exercises. These skills will also help you get the best out of the people you supervise at work and volunteer organizations.

6:15 - 7:00 PM

Break

7:00 - 8:30 PM

Zilker Terrace, Foyer
& Lobby

Welcome Reception for 2015 & 2016 Fellows

Join members of your class, 2015 Fellows, and local LCLD Members and Fellows Alumni for an evening reception with heavy hors d'oeuvres.

March 5, 2016

7:30 - 8:30 AM
Zilker North Lobby

Networking Breakfast for 2015 & 2016 Fellows

8:30 - 9:30 AM
Zilker 1-3

The New Culture of Leadership

Brad Smith, Chair, LCLD Board of Directors, and President and Chief Legal Officer, Microsoft Corporation

Interviewed by Robert J. Grey, Jr., President, LCLD

You will be part of an in-depth conversation with Brad Smith about the future of the legal profession and new imperatives for leadership in the 21st century.

9:45 - 10:45 AM
Zilker 1-3

How to Make the Most of the Fellowship Year

2015 Fellows will help orient you to the program by offering advice on how to take advantage of the professional development opportunities offered by the Fellows Program.

10:45 - 11:30 AM

Accountability Partner Exercise

11:30 AM - 12:15 PM
Zilker 4

Lunch

12:30 - 3:00 PM
Zilker 1
Break: 1:30 - 2:00 pm

The HABit of Leading

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

You will be guided through the Highlands Ability Battery Leadership Report to interpret and understand the results. You will learn how to use your strengths and mitigate any shortcomings during this interactive session, in an effort to further develop your leadership style.

3:00 PM - 3:15 PM

Break

3:15 - 5:15 PM
Zilker 1

Embracing Generational Differences

Chris De Santis, Specialist in Management & Organization Development

People are living longer, working longer, and changing jobs more frequently than any other time in our history. The workplace and the workforce is no longer what it was when our father's father left the house each morning, worked hard each day, did what the company asked, and retired when it was time to do so. This nostalgic view of work was probably more romance than reality but the image left a mark on the generation that followed. Things were fine until our father was downsized and mom got a job. This less than romantic view also left a mark on the children that followed. Events shape perceptions, perceptions become beliefs, and beliefs become the basis for our values. Welcome to the new world of work.

March 5, 2016 (Continued)

5:15 - 6:30 PM

Break

6:00 PM

Off-Site: Meet in the Lobby

Dinner: Dine-Arounds

Dine-Arounds are at your expense. Please meet in the lobby of the Hyatt Regency Austin 30 minutes prior to your reservation time.

March 6, 2016

8:30 - 9:30 AM

Zilker 2

Breakfast

9:30 - 11:30 AM

Zilker 1

Make an Impact—Get Results

Brent Baer, Learning & Organizational Development Expert, Baer Essentials

This is a dynamic, interactive session designed to help you achieve greater credibility and influence in your communications and presentations, both formal (board rooms and courtrooms) and informal (networking and office interactions).

11:30 AM - 12:00 PM

Zilker 1

Wrap Up & Adjourn

Stephanie Uzel, Program Manager, LCLD

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 stand-up 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.



Kathleen Brady, CPC, is a certified career/life management coach, author, and motivational speaker with more than 25 years of experience helping people identify and integrate their personal and professional goals. She inspires clients to embrace their dreams and offers practical action steps to bring them to life. Brady shows her clients how to develop a comprehensive career/life strategy to achieve career success and live happy, joyful lives.

Brady is a sought-after industry speaker and coach with expertise in finding employment, career management, and professional advancement. She founded Brady & Associates CareerPlanners LLC in 2003, and Kanarek and Brady, LLC in 2007 after starting out as a career counselor in Columbia Law School's placement office, transitioning to the assistant dean of career services at Fordham University School of Law, and managing the hiring process as the national director of staff recruitment and development at a national law firm. She is currently Executive Director of Career Services, Corporate Engagement and Continuing Education, and Adjunct Instructor at Georgian Court University in New Jersey.

A frequent contributor to “Your Money” in the *New York Daily News*, she also has shared her expertise on FoxNews, CNN, NPR, This Week in America, First Business Report, and radio stations across the country. She has published four books about career management including, *GET A JOB! 10 Steps to Career Success* (Motivational Press, 2015), and has a weekly blog, Mastering the Art of Success. She is a Certified Professional Coach, a Master Practitioner of the Energy Leadership Index, a certified provider of the Highlands Ability Battery, and a member of the National Association of Colleges and Employers and the International Coach Federation. She holds a B.A. from Fordham University and is currently pursuing an M.A. in theology.



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 Navigant. 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 serving professional services firms focused in the areas of law, consulting, and accounting. 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 (including DDI, Forum, ODI, TAI, Blanchard, Rummler-Brache, Myer-Briggs,) and has done both needs assessments and the subsequent course deliveries to address those needs.

He has special expertise in dealing with generational differences in the workplace, gender socialization at work, applying the principles of emotional intelligence to leading and managing change, mentoring, and the application of a variety of instrumentation including multi-rater feedback to develop and enhance performance, and how to develop and leverage long-term relationships in the selling process. He also teaches and has a depth of knowledge in facilitation, listening, and presentation skills developed through his work experiences and background in theater games.



Tim Gluszak is the Senior Manager, Learning and Development, in Global Inclusion & Staffing at General Mills, Inc. In this role, Gluszak partners with the technical community at General Mills to provide best-in-class learning and development while driving winning performance.

Gluszak started his career with General Mills in 1991 as a process development engineer. During his 13-year R&D career at General Mills, Gluszak worked on various new product

launches and product improvements including international products. His final assignments as a senior R&D manager included R&D responsibility for North Asia in the International Division and General Mills Canada. In 2005, Gluszak transferred to Human Resources as a recruiting manager. Gluszak led a team that successfully recruited experienced hires for all corporate functions at the World Headquarters. In 2009, Gluszak transferred to the ITQ organization as an HR business partner where he provided HR leadership to the Baked Goods, Bell Institute of Health and Nutrition, Center for Technology Creation, Convenience & Food Service, and International teams. In 2013, Gluszak transferred to the Global Inclusion & Staffing department where he partnered with employee networks and functional inclusion councils to deliver professional development and inclusion training across the General Mills enterprise.

He holds a master's degree in psychology from Alfred Adler Graduate School, a master's degree in chemical engineering from the University of Wisconsin, Madison, and a bachelor's degree in chemical engineering from the University at Buffalo.

Gluszak is currently the Chair of the Board of Directors for the Domestic Abuse Project (DAP). He is a former board member of Cornerstone Advocacy Services and Headway Emotional Health Services.



Robert J. Grey, Jr. is the President of the Leadership Council on Legal Diversity. He is also 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.

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.



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!



Brad Smith is Microsoft's President and Chief Legal Officer.

In this role, Smith is responsible for the company's corporate, external, and legal affairs. He leads a team of more than 1,300 business, legal, and corporate affairs professionals working in 55 countries. These teams are responsible for the company's legal work, its intellectual property portfolio, patent licensing business, corporate philanthropy, government affairs, public policy, corporate governance, and social responsibility work. He is also Microsoft's chief compliance officer. Smith plays a key role in representing the company externally and in leading the company's work on a number of critical issues including privacy, security, accessibility, environmental sustainability, and digital inclusion, among others.

Smith joined Microsoft in 1993, and before becoming general counsel in 2002 he spent three years leading the Legal and Corporate Affairs (LCA) team in Europe, then five years serving as the deputy general counsel responsible for LCA's teams outside the United States.

Smith has overseen numerous negotiations leading to competition law and intellectual property agreements with governments around the world and with companies across the IT sector. He has played a leading role within Microsoft and in the IT sector on government surveillance, privacy, intellectual property, immigration, and computer science education policy issues. As the senior executive responsible for ensuring that Microsoft fulfills its corporate responsibilities, he has helped the company achieve its consistent ranking in the top two percent of the S&P 500 for corporate governance scores. He has played a leadership role locally and nationally on numerous charitable, business, and legal initiatives. In 2013 he was named by *The National Law Journal* as one of the 100 most influential lawyers in the United States. In 2014, *The New York Times* called Smith "a de facto ambassador for the technology industry at large."

In addition to his work at Microsoft, Smith is active in several civic and legal organizations and in the broader technology industry. In March 2015, Smith joined the Netflix Board of Directors. He also works to advance several significant diversity and *pro bono* initiatives, serving as Chair of the Board of Directors of Kids in Need of Defense (KIND) and as Chair of the Leadership Council on Legal

Diversity (LCLD). In addition, Smith chairs the board of the Washington State Opportunity Scholarship program, at the appointment of the governor.









Smith grew up in Appleton, Wisconsin, where Green Bay was the big city next door. He attended Princeton University, where he met his wife, Kathy (also a lawyer), and graduated *summa cum laude* with a concentration in international relations and economics. He earned his J.D. from the Columbia University School of Law and studied international law and economics at the Graduate Institute of International Studies in Geneva, Switzerland. Prior to joining Microsoft, he was an associate and then partner at the Washington, D.C.-based firm of Covington and Burling, where he is still remembered as the first attorney in the long history of the firm to insist (in 1986) on having a personal computer on his desk as a condition for accepting a job offer.



Stephanie Uzel is the Program Manager for the LCLD Fellows Program. In her prior life, she spent 10 years as in-house counsel of two Fortune 500 companies specializing in employee benefits after several years as an associate at McGuireWoods LLP. Before being consumed by all things law, she had very happy experiences as a nanny during law school and as a hostess, waitress, and housekeeper at a dude ranch in Wyoming for several summers.

Stephanie grew up in Richmond, Virginia, and graduated from the University of Virginia with a degree in Sociology. After graduation from the T.C. Williams School of Law at the University of Richmond, she moved to Charlotte, North Carolina, and spent many years rooting for the Virginia Cavaliers against multiple nefarious North Carolina teams. She is now back in Richmond, Virginia, with her six-year-old daughter, emphasizing the importance of proper manners (i.e. “Thank you Mommy, you are the best”), and sharing the many joys of UVA sporting events.

LCLD Fellows Region Colors

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|  DC Area |  Northeast |
|  International |  Southeast |
|  Midwest |  Texas Area |
|  New Jersey/
New York |  West |



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