

Leadership Council on Legal Diversity

2013 Fellows Second Meeting

September 18-20, 2013
Washington, DC



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

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LCLD 2013 Fellows Second Meeting: Agenda

September 18, 2013

5:00 - 5:30 PM **Don't Stop 'Til You Get Enough**
Grand Ballroom C *Fred McClure, Managing Partner, DLA Piper Tampa Office*

Welcome and meeting orientation.

5:30 - 7:00 PM **Break**

7:00 - 8:30 PM **Welcome Reception**
Garden Lawn In case of inclement weather, the reception will be held in Grand Ballroom C.

September 19, 2013

7:45 - 8:45 AM **Members and Fellows Breakfast**
Oriental Ballroom LCLD Fellows will have the opportunity to network with LCLD Members.

8:45 - 9:00 AM **Break**

9:00 - 10:00 AM **Jumbo Shrimp, Genuine Naugahyde, and Optimistic Lawyers: What can the psychology of resilience teach us about improving lawyer performance?**
Grand Ballroom C *Larry Richard, Ph.D., President, LawyerBrain, LLC*

Lawyers are famous for being negative—cynical, skeptical, pessimistic, and risk-averse. While contributing to excellence in the practice of law, these qualities magnify the damaging psychological consequences of change and uncertainty. This seminar introduces participants to recent breakthrough scientific principles of human behavior, and shows how lawyers can use them to stress-proof themselves in turbulent times.

10:00 - 10:45 AM **The Questions of Leadership**
Grand Ballroom C *Dr. Anne-Marie Slaughter, President & CEO, New America Foundation, and Professor Emerita, Princeton University*

An interview with Dr. Anne-Marie Slaughter by Denise Keane, Executive Vice President and General Counsel of Altria Group, Inc. Slaughter sparked national debate with her essay, "Why Women Still Can't Have It All," in *The Atlantic* magazine.

10:45 - 11:45 AM **Leaders in the Law, A Look at the Numbers**
Grand Ballroom C *Presented by Christine Amalfe, President of the National Association of Women Lawyers Foundation; James Leipold, Executive Director of the National Association for Law Placement; Bob Nelson, Director & Research Chair of the American Bar Foundation; and Joseph West, President & CEO of the Minority Corporate Counsel Association. Moderated by Aric Press, Senior Vice President & Editor in Chief of American Lawyer Media.*

Research leaders in the legal industry will discuss the state of diversity in the profession, by the numbers.

September 19, 2013 (Continued)

- 11:45 AM - 12:45 PM** **Lunch & LCLD Year in Review**
Oriental Ballroom
- 12:45 - 1:15 PM** **Break**
- 1:15 - 2:15 PM** **Group Breakout Discussion**
Various Rooms
Fellows will break into small groups to discuss the morning presentations and develop questions for review during the larger facilitated group discussion. See below for room assignments:
- Garden I: Groups 1, 2 & 3 Hillwood: Groups 7, 8, 9 & 10 Hirshhorn: Groups 13 & 14
Garden II: Groups 4, 5 & 6 Sackler: Groups 11 & 12 Tai Pan: Group 15
- 2:15 - 2:30 PM** **Break**
- 2:30 - 3:30 PM** **What the Numbers Mean for Our Success**
Grand Ballroom C
Vernā Myers, Principal, Vernā Myers Consulting Group, LLC

A facilitated discussion of the “numbers” and what they mean to the future success of diverse lawyers and the landscape of the legal profession.
- 3:30 - 5:00 PM** **Facilitated Relationship-Building with Peers**
Grand Ballroom C
Fred McClure, Managing Partner, DLA Piper Tampa Office

Join LCLD’s Fellows Program Master of Ceremonies for a fun and engaging—and completely out of the box—facilitated networking session with your peers.
- 5:00 - 5:30 PM** **Break**
- 5:30 PM** **Meet for Pictures**
Lobby
Fellows will board a bus to the Martin Luther King, Jr. Memorial for a Class of 2013 Fellows group photograph.
- 6:30 - 8:30 PM** **Dine-Arounds**
Off-site
Dine-arounds are at the Fellows’ expense. Groups will dine at various off-site restaurants.
- 9:00 - 11:00 PM** **Dessert Reception**
W Washington, D.C. Hotel
A decadent opportunity to network with Fellows classmates at the W Washington, D.C., located at 515 15th Street, NW (F St. Between 14th & 15th St.), Washington, DC 20004.

September 20, 2013

8:30 - 9:00 AM
Grand Ballroom C

Breakfast

9:00 - 10:30 AM
Various Rooms

Breakout Sessions: Improved Visibility = Increased Marketability

Presented by LCLD Members: Susan Blount, Senior Vice President and General Counsel, Prudential Financial, Inc. (LCLD Board Member); Wes Blumenshine, General Counsel and Secretary, Caterpillar Financial Services Corporation; John W. Daniels, Jr., Chairman, Quarles & Brady LLP (LCLD Board Member); and Sheryl Willert, Managing Director, Williams Kastner.

Facilitated by Autumn Huiras, Senior Counsel, General Mills, Inc.; Fred McClure, Managing Partner, DLA Piper Tampa Office; Leslie Minier, Partner, Katten Muchin Rosenman LLP; and Ann Munson Steines, Senior Vice President, Deputy General Counsel & Assistant Secretary, Macy's Inc.

Designed to provide specific guidance to Fellows for improving their visibility and marketability within their firms or corporations. Breakouts will group in-house lawyers and law firm lawyers separately. See below for breakout room assignments:

Garden I: In-House Group 1 Sackler: Law Firm Group 1
Garden II: In-House Group 2 Hirshhorn: Law Firm Group 2

10:30 - 11:00 AM

Break

11:00 AM - 12:45 PM
Grand Ballroom C

Creating Your Professional Brand

Robert J. Grey, Jr., Executive Director, LCLD, and Partner, Hunton & Williams LLP; Joe Slay, President, Slay Communications; and Dr. Lauren Tucker, Senior Vice President of Martin Decision Sciences, The Martin Agency

Developing your personal and professional leadership brand takes time, energy, and intention. Learn how to do this effectively from marketing professionals and LCLD's own Robert Grey.

12:45 PM
Grand Ballroom C

Wrap-Up and Adjourn

Fred McClure, Managing Partner, DLA Piper Tampa Office

LCLD 2013 Fellows Second Meeting: Speakers and Facilitators



Christine A. Amalfe is President of the National Association for Women Lawyers (NAWL) Foundation, as well as Chair of the Gibbons P.C. Employment & Labor Law Department and a member of the Firm's Executive Committee. Amalfe also serves as Human Resources General Counsel of Gibbons P.C.

Amalfe has been extensively involved in defending single plaintiff, multi-plaintiff, and class claims under the State and Federal Employment Laws, including claims for sexual harassment, race, sex, age, and disability discrimination. She has also defended state and federal whistleblower claims.

She has been involved in matters alleging breach of express or implied employment contracts, intentional infliction of emotional distress, battery, breach of fiduciary duty, and violation of restrictive covenants. Amalfe has represented corporate defendants, as well as individual officers, directors, or employees who have been sued personally, for sexual harassment, negligent supervision, fraud, and negligent misrepresentation. Amalfe has litigated claims before the Financial Industry Regulatory Authority ("FINRA") and before the American Arbitration Association ("AAA"). Amalfe also conducts training for corporate clients.

Amalfe is a Fellow of the American Bar Foundation, a Board Member of the NAWL Foundation, and a Founding Member of the Academy of New Jersey Management Attorneys Inc. She is also a member of the New Jersey Council on Gender Parity, NAWL, and the New York City Council Task Force on Discrimination and Harassment. Amalfe is also active in the New Jersey State Bar Association, serving as an Executive Committee Member of the Labor and Employment Law Section and as a Trustee of the Women in the Profession Section. Amalfe is also a member of the American Bar Association's Employment Law Section, EEO Committee, and Women in the Profession Section. Additionally, she is a member of the Defense Research Institute's Employment Law Committee, the Executive Women of New Jersey, the Supreme Court Advisory Committee on Expedited Civil Actions, and the Editorial Board for the Gibbons Employment & Labor Law Alert blog.

Amalfe graduated *magna cum laude* with a J.D. from Syracuse University College of Law in 1985 and is a member of the Order of the Coif. She was also Senior Editor of the *Syracuse Law Review*. Amalfe also graduated *magna cum laude* with a B.S. from Seton Hall University.



Susan L. Blount is Senior Vice President and General Counsel of Prudential Financial, Inc. and is responsible for overseeing the Company's law, compliance, and business ethics organizations.

Blount joined Prudential's Law Department in 1985 as an attorney in the Company's commercial real estate operations. During her career at Prudential, Blount has held a variety of leadership positions including Vice President and Secretary for the Company through the period of Prudential's demutualization in late 2001. Most recently, Blount served as Vice President and Chief Investment Counsel, overseeing the Investment Division legal teams. Prior to joining Prudential, Blount was an associate at the law firm of Kirkland & Ellis.

She is a member of the Board of Trustees of Montclair State University and a member of the New Jersey Commission on Higher Education. She serves on the Board of Directors of the U.S. Chamber of Commerce's Institute for Legal Reform. Blount was recently appointed as Chair of the Committee of Corporate General Counsel of the ABA's Section of Business Law.

Blount attended the University of Chicago. She graduated from The University of Texas at Austin with a B.A. in History and a J.D., with honors. She is a member of the bars of New Jersey and Illinois.



Wes Blumenshine serves as General Counsel and Secretary of Caterpillar Financial Services Corporation and has responsibility for managing the legal affairs of all entities within the Caterpillar Financial Products Division, including Caterpillar Financial Services Corporation, Caterpillar Insurance Services Corporation, Caterpillar Redistribution Services Inc., and their affiliates. Blumenshine was appointed to his current position in 2011. Blumenshine also manages the Legal Services Division's Information Technology group and, in addition, is Caterpillar's Diversity Counsel and the Champion of the Legal Services Division's Diversity, 6 Sigma, Learning, and Business Risk Management functions.

Blumenshine began his career with Caterpillar in 1988. During his career, he has held numerous positions in the Caterpillar Legal Services Division including Patent Attorney, Senior Litigation Attorney, Manager of Global Contracts and Litigation at Caterpillar Financial in Nashville, Asia Pacific General Counsel in Singapore, Assistant General Intellectual Property Counsel, Caterpillar Logistics General Counsel, and Deputy General Counsel with responsibility for Litigation and Employment.

Blumenshine received his law degree *cum laude* from Northern Illinois University College of Law, his Bachelor of Science degree in Civil Engineering from Bradley University, and his Master's degree with distinction in Business Administration from the University of Manchester.

Blumenshine also serves on the Executive Committee of the Board of Directors of the Martha O'Bryan Center in Nashville and on the Board of Directors of Easter Seals Peoria.

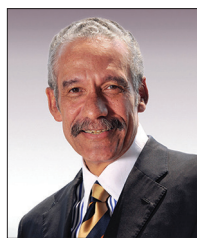


John W. Daniels, Jr. has been the Chairman of Quarles & Brady LLP since 2007. In his position, he has led the Firm through a fundamental transformation, shifting from the traditional operational model upon which most major law firms are built to a client-centric, business-minded organization. Daniels has driven this fundamental cultural shift in the midst of the worst economy in decades, leading to significant growth while most of the legal industry has declined.

Daniels is well recognized in the legal community as well as the business community. He was named by *The National Law Journal* as one of the nation's 50 most influential diverse attorneys in America. He was listed in the "Power Book" of Milwaukee's *Business Journal* (2009 & 2010), was named 2009 "Lawyer of the Year" by the Milwaukee Bar Association, received the 2008 "Leadership Award" from the National Bar Association, and was identified as one of the "100 Managing Partners You Need to Know" by Lawdragon in 2008. Finally, Daniels is fully credentialed in legal literature, having been listed in *The Best Lawyers in America*® (1993-present: Real Estate Law), *Chambers USA*® (2003-present: Real Estate), and the 2005-2011 *Wisconsin Super Lawyers*® lists (Real Estate). He is also Martindale-Hubbell AV® Peer Review Rated.

Daniels, formerly the national President of the American College of Real Estate Lawyers, has established an impressive career in the practice of real estate law, representing national, regional, local, and governmental owners and investors. He has played a significant role in some of the most complex real estate redevelopment projects in the United States, including representing the largest property owner in connection with the redevelopment of the Midwest Airlines Center and representing the largest property owner in connection with the redevelopment of the Bradley Sports Center. He has also served as Lead Counsel for major institutions both in the financing and the disposition of commercial office space. He serves as National Real Estate Counsel for Philip Morris Capital Corporation and has represented a number of major corporations on their real estate developments throughout the U.S., including General Electric Capital Corporation, Xerox Corporation, and Kraft Foods.

Daniels has further led Quarles to a position of industry prominence as a firm that values diversity and inclusion in the workplace. The Firm ranks impressively in surveys conducted by women and minority groups, and both clients and independent organizations have recognized and honored Quarles for its achievements in this area. As the only African-American Chairman in the Am Law 200, Daniels was named one of the 50 Most Influential Minority Lawyers in America by *The National Law Journal* in 2008, and he has received the 2008 James Howard Baker Award for his efforts to improve the quality of life for African-Americans in Milwaukee, Wisconsin. He also received the Human Relations Award from the National Conference of Christians & Jews, the Outstanding Community Leader Award from the Thurgood J. Marshall College Fund, and he was named to the national Hall of Fame by the National Black Law Students Association in 2009. Most recently, Daniels received the 2012 Spirit of Excellence Award from the ABA Commission on Racial and Ethnic Diversity in the Legal Profession.



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.

In 2010, Grey was selected to be the Executive Director of the Leadership Council on Legal Diversity (LCLD).

Also in 2010, Grey was appointed by President Obama and confirmed by the Senate to the Board of the Legal Services Corporation.

Grey was elected as an officer in the American Bar Association, serving as Chair of the American Bar Association (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 currently serves on its Board of Trustees.



Autumn Huiras is Senior Labor and Employment Counsel for General Mills, Inc. She joined General Mills in 2006 after working as a partner in private practice. Huiras partners with clients to interpret and implement laws, policies, and philosophies that impact the people who work for General Mills. She takes pride in helping to make General Mills a great place to work.

Huiras built and led the Law Department's Diversity and Inclusion Council, and oversaw the launch of the Department's Partners in Diversity program that measures and influences law firm diversity efforts. At various points she has led the Department's Inclusion Initiative efforts and been active with Twin Cities Diversity in Practice. She has served on several cross-functional teams to advance diversity in the legal and other professions.

Huiras earned a B.A. with highest honors in English and Political Science from Minnesota State University, Mankato, and studied the European Union in Brussels. She earned her J.D. with honors from William Mitchell College of Law. She has served on the Board of Directors of Youth Farm, a nonprofit organization that develops leadership in urban youth through farming. She lives with her husband and young daughter just outside Minneapolis.



Denise F. Keane serves as Executive Vice President and General Counsel for Altria Group, Inc. In her role, she leads the Company's Law Department and the Corporate Secretary's Office.

From May 1995 to December 1997, Keane served as Senior Vice President & General Counsel for Philip Morris USA and later Senior Vice President, Worldwide Regulatory Affairs, and Associate General Counsel for Philip Morris Companies.

Keane served as the Senior Vice President and General Counsel for Philip Morris USA from 2001 until assuming her most recent position with Altria in 2008. She has engaged in the successful management of Company litigation issues and has managed legal regulatory issues globally. During her career with the Altria family of companies, Keane has held various management and leadership positions.

She is a member of the American Bar Association and is currently serving on the Commission on Women in the Profession. She also serves on the boards of the Virginia Opera and the Leadership Council on Legal Diversity.



James G. Leipold is the Executive Director of the National Association for Law Placement (NALP), a position he has held since 2004. Prior to joining NALP, he worked at the Law School Admission Council (LSAC) for five and a half years as the Assistant Director for Education and Prelaw Programs. Prior to joining LSAC in 1998, he was the Director of Admission at Temple University School of Law, where he was also an instructor in legal writing and research. He is a *magna cum laude* graduate of Brown University and Temple University School of Law. He has also worked as a legal writing instructor in the paralegal program at the Community College of Philadelphia, as an undergraduate

admission officer at the University of Vermont, and as a high school English teacher in both Michigan and Alaska. He speaks and writes frequently on trends in legal employment for recent law school graduates.



Fredrick H. L. McClure is a Partner in the law firm of DLA Piper LLP, resident in its Tampa office, where he serves as the Office Managing Partner, and Miami office.

McClure practices in the Firm's Florida Litigation Group. He is peer-rated "AV" by Martindale-Hubbell International Law Directory, the highest rating attainable from the highly-respected directory and rating system.

Chambers USA: America's Leading Lawyers for Business recognizes McClure for his litigation practice and notes that he is "commended by clients for his excellent networking skills and strong legal knowledge." *Best Lawyers in America* (2013) has named McClure to its peer-reviewed ranking for his insurance litigation practice. Also in 2013, American Lawyer Media and Martindale-Hubbell named McClure a 2013 Top Rated Lawyer in Labor and Employment.

Each year since 2004, *Florida Trend* magazine has named McClure to Florida's Legal Elite, an honor accorded less than 2% of the nearly 50,000 resident members of the Florida Bar. Additionally, since 2006, *Law & Politics* magazine has named McClure as a Florida Super Lawyer. A graduate of Leadership Florida and the DLA Piper/Harvard Business School Leadership Program, McClure is a Fellow of the American Bar Foundation, the ABA Tort Trial & Insurance Practice Section, and a past member of the American Bar Association's Standing Committee on Federal Judicial Improvement. He is also a past member of the American Bar Association House of Delegates and a Past Chair of the 180,000-member American Bar Association Young Lawyers Division. McClure is a regular faculty member of the ABA Tort Trial & Insurance Practice Section/ABOTA National Trial Academy in Reno, Nevada.

A true believer in the power of diversity, McClure has taken a leading role, both within his law firm and the organized bar at large, in efforts to increase the hiring, retention, and promotion of women and lawyers of color. He currently serves as National Diversity Partner of DLA Piper, as a Trustee of the Leadership Institute of Women of Color Attorneys, and as a volunteer program leader of the Leadership Council on Legal Diversity's Fellows Program. He is also a recipient of the Boy Scouts of America's Whitney M. Young, Jr. Service Award.

In addition to McClure's work in DLA Piper's diversity and inclusion efforts and leadership within the litigation practice group, the Firm's partners have elected him to the Firm's Policy Committee, and he previously served as a member of the 18-member Executive Committee.

McClure received his undergraduate degree from Earlham College, where he currently serves on the Board of Trustees, and his law degree from the University of Cincinnati College of Law, where he was inducted into the Order of the Barristers.



Leslie D. Minier is a Partner at Katten Muchin Rosenman LLP and represents clients in a variety of industries in connection with mergers and acquisitions, private equity, and general corporate matters. She assists both public and private companies in structuring, negotiating, and documenting both mergers with, and acquisitions and dispositions of, public and private corporations. She also advises private equity funds making investments in, engaging in leveraged buyouts of, and selling portfolio companies.

Minier is the Firm's Chief Diversity Officer, Founder, and Co-Chair of the Diversity Committee and the Committee on Racial and Ethnic Diversity and a member of the Minority Scholarship Committee.

Prior to attending law school, Minier worked as a manager in the Data Communication/Technical Planning & Development Group for BellSouth Enterprises.

Minier was recognized as a member of *Who's Who in Black Chicago* (2007) and served as a Fellow of Leadership Greater Chicago (2008). Minier earned her J.D. and M.B.A. degrees from Northwestern University, as well as a Master of Science in Electrical Engineering from Georgia Institute of Technology and a Bachelor of Science in Electrical Engineering from Tuskegee University.

Minier is a member of the American Bar Association Business Law Section, the Black Women Lawyers' Association of Greater Chicago, the Chicago Bar Association Alliance for Women Executive Committee, the Chicago Bar Association Membership Committee, the Chicago Committee on Minorities in Large Law Firms, the Economic Club of Chicago, the Illinois State Bar Association, the Joffrey Ballet Board of Directors, and the National Black MBA Association, Inc.



Vernā Myers, Esq., Principal of Vernā Myers Consulting Group, LLC (VMCG), is a nationally recognized expert on diversity and inclusion within law firms, law departments, and law schools. Myers is a dynamic speaker and creative advisor in support of creating inclusive environments and improving the recruitment, retention, and advancement of underrepresented groups. VMCG has collaborated with over 100 legal and corporate clients to effect sustainable organizational change by conducting cultural assessments, developing comprehensive strategic diversity action plans, and facilitating compelling and interactive workshops in the U.S. and around the globe. A highly sought after speaker at numerous

conferences worldwide, Myers sponsors her own successful annual Opus Conference on Race and Ethnicity in Large Law Firms.

Myers is the author of *Moving Diversity Forward: How To Go From Well-Meaning To Well-Doing*, published by the American Bar Association (ABA) in 2011. A second book, *What If I Say the Wrong Thing? 25 Habits For Culturally Effective People*, is set for release summer 2013, also by the ABA.

In 2010, Pepper Hamilton LLP awarded Myers its Diversity Champion Award. In 2009, she was chosen as one of *The Network Journal's* "25 Influential Black Women in Business," and in 2008, one of *Massachusetts Lawyers Weekly's* "Diversity Heroes."

Prior to establishing VMCG, Myers was the first Executive Director of The Boston Law Firm Group, a consortium of firms committed to increasing racial/ethnic diversity. She served as Deputy Chief of Staff for the Attorney General of Massachusetts (1997-99), where she executed a comprehensive diversity and inclusion initiative: increasing minority recruitment; conducting diversity and sexual harassment trainings; and performing outreach to the state's diverse population. Myers practiced corporate and real estate law in Boston for six years at Testa, Hurwitz & Thibault, LLP and at Fitch, Wiley, Richlin & Tourse, LLP.

Myers graduated from Harvard Law School and received a Bachelor of Arts, *magna cum laude*, from Barnard College, Columbia University.



Robert L. Nelson is the Director of the American Bar Foundation (ABF), the MacCrate Research Chair in the Legal Profession at the ABF, and Professor of Sociology and Law at Northwestern University. He holds a J.D. and Ph.D. in Sociology, both from Northwestern, and has held several positions of academic leadership throughout his career. He is a leading scholar in the fields of the legal profession and discrimination law. He has authored or edited six books and numerous articles, including *Legalizing Gender Inequality*, which won a prize for best book in sociology in 2001, and *Urban Lawyers: The New Social Structure of the Bar*, co-authored with John Heinz, Edward Laumann, and

Rebecca Sandefur, which was published by the University of Chicago Press in 2005.

His current research includes *After the JD*, a national study of the careers of lawyers, which is tracking the entering bar class of 2000 for the first 10 years of their careers (with several collaborators), and the Changing Dynamics of Employment Discrimination project, which examines a large national sample of federal court filings between 1988 to 2003, and has interviewed parties and their lawyers about their experiences in these cases (with Laura Beth Nielsen and Ryon Lancaster).



Aric Press is the Senior Vice President, Editor in Chief of American Lawyer Media (ALM), a role he began in November 2010. Before that he served as Editor in Chief of *The American Lawyer* magazine since 1998. Press joined ALM from *Newsweek*, where he had been a writer and Senior Editor for 19 years.

In his new role, Press serves as ALM's senior editorial officer and is focused on developing the reach of ALM's research and analytical products. During his tenure at *The American Lawyer*, the magazine increased its frequency, broadened its reach, and developed a digital platform. The magazine also expanded its signature surveys to include a report on the finances of the Am Law Second Hundred and the Global 100, started a Diversity Scorecard, and created an influential A-List issue, which is credited with helping to encourage an increase in big firm pro bono activity.

A native of Cleveland, Press is a graduate of Cornell University and New York University Law School. He and his wife, who runs an international public interest organization in New York, live in Brooklyn where they raised three children.



Dr. Larry Richard is recognized as the leading expert on the psychology of lawyer behavior. He has advised the majority of the Am Law 200 law firms on leadership, management, and related issues such as teams, change management, repairing dysfunctional behavior, talent selection, assessment, and other aspects of strategic talent management. Widely known as an expert on the lawyer personality, he has tested over 40,000 lawyers.

A graduate of the University of Pennsylvania Law School, Richard practiced law as a trial attorney for 10 years. He then earned a Ph.D. in Psychology from Temple University. For more than 20 years, he has provided consulting services exclusively to the legal profession. Formerly with Altman Weil, and more recently with Hildebrandt, he recently launched his own consulting firm, LawyerBrain LLC, which focuses on improving lawyer performance through personality science.

He is a frequent author and speaker on the use of positive psychology and applied behavioral science in helping law firms to succeed.

Richard's practice areas and specialties include leadership development, fixing dysfunctional behavior, coaching lawyers, facilitating difficult conversations, building teams, providing 360-degree, upward review or personality feedback, overcoming resistance to change, and selecting talent.



Dr. Anne-Marie Slaughter is President and CEO of the New America Foundation, a public policy institute and idea incubator based in Washington and New York, and Professor Emerita at Princeton University, as of September 2013. Previously, she was the Bert G. Kerstetter '66 University Professor of Politics and International Affairs at Princeton. From 2009–2011 she served as Director of Policy Planning for the United States Department of State, the first woman to hold that position. Upon leaving the State Department she received the Secretary's Distinguished Service Award for her work leading the Quadrennial Diplomacy and Development Review, as well as meritorious

service awards from the United States Agency for International Development (USAID) and the Supreme Allied Commander for Europe. Prior to her government service, Slaughter was the Dean of Princeton's Woodrow Wilson School of Public and International Affairs from 2002–2009 and the J. Sinclair Armstrong Professor of International, Foreign, and Comparative Law at Harvard Law School from 1994–2002.

Slaughter has written or edited six books, including *A New World Order* (2004) and *The Idea That is America: Keeping Faith with Our Values in a Dangerous World* (2007), and over 100 scholarly articles. She was the convener and academic Co-Chair, with Professor John Ikenberry, of the Princeton Project on National Security, a multi-year research project aimed at developing a new, bipartisan national security strategy for the United States. In 2012 she published the article "Why Women Still Can't Have It All," in *The Atlantic*, which quickly became the most read article in the history of the magazine and helped spawn a renewed national debate on the continued obstacles to genuine full male-female equality.

Slaughter is a Contributing Editor at *The Atlantic* and writes a monthly column for Project Syndicate. She provides frequent commentary for both mainstream and new media and curates foreign policy news for over 65,000 followers on Twitter. *Foreign Policy* magazine named her to their annual list of the Top 100 Global Thinkers in 2009, 2010, 2011, and 2012. She received a B.A. from Princeton, and an M.Phil and D.Phil in International Relations from Oxford, where she was a Daniel M. Sachs Scholar, and a J.D. from Harvard. She is married to Professor Andrew Moravcsik; they live in Princeton, New Jersey with their two sons.



Joe Slay began his career in public relations and marketing in 1982, following seven years as a journalist in Western Canada and the United States. He joined The Martin Agency (home of the GEICO Gecko and UPS's "What Can Brown Do For You" campaigns) where he created and managed its award-winning public relations division for 26 years. More recently, his teams at five-year-old Slay Communications LLC have generated more than 6 million views for a client's YouTube video and more than 300,000 fans for a client's Facebook page. Slay received the Thomas Jefferson Award for Public Relations in 1995 and was inducted into the Virginia Communications Hall of Fame in 2000. He is a graduate of Washington and Lee University.



Ann Munson Steines currently serves in the position of Senior Vice President, Deputy General Counsel & Assistant Secretary for Macy's, Inc. She joined Macy's, Inc. (f/k/a Federated Department Stores, Inc.) in April, 1998 as Assistant Counsel, Employment Law, and has risen through positions of increasing responsibility. In March, 2008, Macy's Board of Directors elected Steines to the new position of Vice President, Deputy General Counsel & Assistant Secretary. Her current responsibilities include

managing the Corporate, Credit, Retail Operations, Employment, and Benefits attorneys and legal professionals based in Macy's Atlanta, Cincinnati, New York, San Francisco, and St. Louis law offices.

Prior to joining Macy's, Steines was a Senior Attorney, Labor and Employment Law, in Richmond, Virginia, with the Overnite Transportation Company, a subsidiary of Union Pacific Corporation. Prior to that, she practiced with the law firm of Michael Best & Friedrich in Milwaukee, Wisconsin. Steines began her legal career in the Labor and Employment Group with Dinsmore & Shohl LLP in Cincinnati, Ohio.

A native of Cincinnati, Steines received her B.S. with honors from Cornell University's School of Industrial and Labor Relations in 1987. She received her law degree from the University of California at Los Angeles, School of Law in 1990. Steines is a resident of Villa Hills, Kentucky. She and her husband Mike have two children, Chuck (14) and Samantha (9).

Steines has been very active with various organizations focused on different aspects of diversity and inclusion. She is a past President and member of the Board of Trustees of Tender Mercies, Inc. (2002–2011), a nonprofit agency dedicated to providing permanent housing for individuals with mental disabilities. She currently serves as a member of the Board of Directors for Springer School and Center, which is dedicated to serving children with learning disabilities and providing resources to their parents and professionals, and on the Steering Committee of the Greater Cincinnati Minority Counsel Program (2000–Present) in Cincinnati, Ohio. Steines also currently serves on the President's Council of Cornell Women (2008–Present). Other diversity and inclusion related affiliations include: BLAC/CBA Round Table, member 1998–2005 (Secretary and Steering Committee 1998–2003); Call To Action Summit, Subcommittee member 2007–2009; Leadership Council on Legal Diversity (Planning Subcommittee Chair 2010–Present and Membership Committee Subcommittee Chair 2009); and Stepping Stones Center (Board Member 1999–2002).



Dr. Lauren Tucker is Senior Vice President, Group Planning Director, and Director of Consumer Forensics at The Martin Agency in Richmond, Virginia. Consumer Forensics is a unified team of data scientists, statisticians, analysts, and strategic planners who integrate data with human experience to provide highly predictive, actionable decision support to progressive marketing leaders. Tucker's team uses sophisticated statistical and modeling techniques that integrate with qualitative insight development tools to allow for human expertise, knowledge, and experience to be statistically integrated into predictive modeling and analytics solutions. This approach provides marketers with transparent, predictive, and

highly actionable marketing strategies that drive demand.

Tucker and her team have achieved an admirable record of success with clients like Experian, Experian Consumer Services, Penske, BFGoodrich, Norwegian Cruise Line, Walmart, and Pizza Hut. As clients demand more predictive power and more accountability from their marketing partners, capabilities like Consumer Forensics will be in higher demand than ever before.

According to Leslie Schall, the Research Manager of BFGoodrich and a member of Michelin Intelligence (the marketing intelligence arm of Michelin Tires, BFG's corporate parent), "Lauren and her team have brought amazing insight that was badly needed to a tired category and brand. By always giving us 110% combined with her experiences in other industries, she has given us a new way to think about our industry and brand."

Tucker received her Ph.D. in Mass Communications from the University of Wisconsin-Madison. She received her master's and bachelor's degrees from The University of Texas-Austin and the University of Virginia, respectively. She also worked at Leo Burnett, Burrell Communications Group, and the University of South Carolina, where she received tenure in 2000.



Joseph K. West is the Minority Corporate Counsel Association's (MCCA) President and Chief Executive Officer and is a nationally recognized expert on diversity and inclusion in the corporate legal sector as well as an experienced and accomplished trial lawyer. MCCA, the nation's premiere legal diversity and inclusion organization, was founded in 1997 to advance the hiring, retention, and promotion of diverse attorneys in legal departments and the law firms that serve them.

West joined MCCA in September 2011 after serving as Associate General Counsel for Walmart. In that capacity, he served as head of the company's Outside Counsel Management Group, where West was responsible for managing all aspects of Walmart's relationships with its 600 external law firms and 25,000 timekeepers worldwide. This included evaluating firm pitches, setting billing rates, managing the conflict waiver process as well as the approved counsel list, and serving as the final arbiter of firm compliance with the company's outside counsel guidelines. He oversaw an outside counsel spend in excess of \$300 million and was also the point person on the Walmart Legal Department's groundbreaking efforts to help increase retention, advancement, and inclusion for diverse attorneys both internally and within those external law firms. Prior to his time at Walmart, West was an Associate General Counsel in the Litigation Group at Entergy Corporation, where he handled numerous high profile litigation matters to verdict. He has extensive first chair litigation experience and a reputation as a top notch trial lawyer.


West was named Inside Counsel of the Year in 2011 by the National Bar Association. In each of the last two years, he was named to the Power 100 List of The Nation's Most Influential Black Lawyers and has been profiled in numerous publications including *The National Law Journal*, *The Wall Street Journal*, *Corporate Counsel* magazine, and *The New York Times*. West was appointed to the American Bar Association (ABA) Commission on Racial and Ethnic Diversity in the Profession, was Co-Chair of the ABA Minority Counsel Program, and Co-Chair of the ABA Spirit of Excellence Award. He was named a Trailblazer by the New York Council of Urban Professionals and, in 2009, West received the highest award from the National Association of Minority and Women Owned Law Firms (NAMWOLF).

West obtained his law degree in 1986 from Tulane Law and from 2001 to 2005 served as an Adjunct Professor of Trial Advocacy at Tulane. In 1983, he received a Bachelor of Arts degree in Journalism from Southern University. He and his wife, Dr. Nadine Ford West, a practicing Ob/Gyn, live in Washington, DC with their three children; however, he remains a proud, 26-year New Orleans Saints season ticket holder.



Sheryl J. Willert is Managing Director of Williams Kastner, and a Member in the Firm's Seattle office. Willert concentrates her legal practice on counseling, investigations, and dispute resolution. She has broad experience in all aspects of employment law for unionized and nonunionized employers in both the public and private sectors. A national speaker and author on such topics as sexual harassment, age discrimination, and race discrimination, Willert has successfully represented individuals and corporations in such matters. Additionally, Willert has represented clients in matters involving professional negligence, product liability, personal injury, contracts, and civil rights.

Willert is a past President of DRI-The Voice of the Defense Bar, the nation's largest association of civil litigation defense attorneys. She is also the organization's first female and first African-American officer. Willert currently serves as Chair of the National Foundation for Judicial Excellence, is on the KeyBank advisory board, and is a member of the Federation of Defense & Corporate Counsel, the American Bar Association, the National Bar Association, the American College of Trial Lawyers, and the Litigation Counsel of America. She is a frequent



speaker for DRI, the National Employment Law Institute, the American Bar Association, and many state and local organizations. Willert has also published a number of articles on employment related issues, and has been named to Super Lawyers by *Super Lawyers* magazine every year since the publication began its annual review of Washington's top lawyers in 1998. Willert was also named a "Top Lawyer" in Labor Law by *Seattle* magazine in 2003 and has been selected by her peers to be listed in *Best Lawyers in America* for more than 15 years.

In 2007, Willert was designated by the *Puget Sound Business Journal* as one of the region's "Women of Influence," a recognition of women in commerce, service, and philanthropy. In 2009, DRI-The Voice of the Defense Bar, the nation's largest organization of civil defense attorneys, renamed its Pioneer Diversity Award after Sheryl J. Willert. The award, now known as the Sheryl J. Willert Pioneer Diversity Award, recognizes an individual attorney for his or her demonstrated commitment to diversity in the legal profession. In 2010, Willert was honored as one of the Women of Power in Law at the Women of Color Empowered event hosted by the Northwest Asian Weekly Foundation. In 2011, Willert received the Loren Miller Bar Association's Pioneering Woman Award, presented to African-American female attorneys who are trailblazers in the legal profession. In 2013, Willert was named to On Being A Black Lawyer's Power 100 list, a compilation of the nation's most influential black attorneys working in government, academics, and both the private and public sectors. Recently, Willert served as a member for the Standing Committee on the Federal Judiciary: Practitioners Reading Group for the appointment of Justice Elena Kagan to the U.S. Supreme Court.

Willert received her B.A. degree with distinction from Duke University in 1975 and her J.D. degree from Vanderbilt University in 1978.



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