

LCLD 2016 Pathfinder First Meeting Agenda

Eli Lilly and Company | Indianapolis, Indiana | March 31 - April 2, 2016

March 31, 2016

6:00 - 8:00 PM

Welcome Reception at The Alexander Hotel, iMOCA Gallery

Welcome Remarks by Roger P. Furey, Chairman Elect and Washington, D.C. Office Managing Partner, Katten Muchin Rosenman LLP; and Michael J. Harrington, Senior Vice President and General Counsel, Eli Lilly and Company; LCLD Member

April 1, 2016

7:40 AM

Meet in The Alexander Hotel Lobby

Lori Lorenzo and the Pathfinders will walk over to Eli Lilly and Company together. Lilly is located at 893 S. Delaware Street; however, please use the Building 98 entrance, which is near the intersection of Alabama Street and South Street. Alabama Street runs into Building 98. You will be directed to the meeting room by security.

8:00 - 9:00 AM

Breakfast at Eli Lilly and Company

9:00 - 9:15 AM

Welcome & Orientation

Lori L. Lorenzo, Program Director, LCLD

9:15 - 10:15 AM

The Leader Within

Angela Vallot & Mitchell Karp, Partners, VallotKarp

Every leader has a different path to success, but there are often similar challenges along the way. One such challenge is a phenomenon known as the imposter syndrome. While everyone experiences feeling like an imposter at some point in their career, research shows that women, people of color, and others in the numeric minority may be more susceptible to this phenomenon. In this opening session you will learn about the imposter syndrome and how to overcome it.

10:15 - 10:45 AM

Break

10:45 AM - 1:00 PM

Know Thyself: Self-Awareness Using the TypeCoach MBTI Tool

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

Every successful professional must have the desire and ability to engage in self-assessment. This session will use the TypeCoach Myers-Briggs Type Indicator tool to help you understand your own default preferences around

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communication, information processing, and decision making. You'll also learn to identify key aspects of preferences that differ from your own, and will strengthen your ability to tailor your interactions with others so that you communicate with increased clarity and effectiveness.

1:00 - 2:00 PM

Lunch

2:00 - 3:30 PM

Getting to Know the Company: Eli Lilly

Tiffany R. Benjamin, Assistant General Counsel, Assistant Corporate Secretary, Eli Lilly and Company

Michael J. Harrington, Senior Vice President and General Counsel, Eli Lilly and Company; LCLD Member

3:30 - 5:30 PM

Branding, Networking & Relationship Building

Elise Holtzman, President, The Lawyer's Edge

Growing and nurturing worthwhile professional relationships will lead you to opportunities that won't come through simply doing good legal work. First, learn the most effective ways to engage in networking and how to do so in a manner that aligns with your goals, personality, and values. Then, discover how identifying and conveying your unique brand can help you stand out from a very crowded field of lawyers so you can create the professional future you want and deserve.

5:30 - 6:15 PM

Break

6:15 PM

Dine-Arounds

Join your fellow Pathfinders for dinner at a local restaurant. Meet with your group in The Alexander lobby 30 minutes prior to your reservation time. All restaurants are located within walking distance or a short cab ride from the hotel. Please note that Dine-Arounds are at the Pathfinders' expense.

April 2, 2016

7:40 AM

Meet in The Alexander Hotel Lobby

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April 2, 2016 (Continued)

9:00 - 9:30 AM

Networking Debrief

Elise Holtzman, President, The Lawyer's Edge

This is a short discussion of your experience networking with fellow Pathfinders during last night's Dine-Arounds. What did you do differently? What approaches worked or didn't work for you and why? Share your observations with the group and start considering how you might adjust your networking style in the future.

9:30 - 11:00 AM

Case Study: Sponsorship at Wilmer Cutler & Pickering

*Carrie J. Fletcher, Executive Director, Harvard Law School Executive Education
Vincent A.F. Sergi, Chairman, Katten Muchin Rosenman LLP; LCLD Member*

Our session of the Harvard Law School case, "Sponsorship at Wilmer Cutler & Pickering: Yoon-Young Lee," will involve a discussion of sponsorship, mentoring, professional/people development, and how different members of an organization can contribute to (or detract) from attempts to establish cultural norms and behaviors. You will learn the difference between sponsorship and mentorship, and what you can do to find and develop your own sponsor-based relationships.

11:00 AM - 12:30 PM

LCLD Fellows Panel: My Path to Success

Sonia Chen Arnold, Counsel, Litigation & Legal Compliance, Eli Lilly and Company (2013 Fellow); Kiamesha Colom, Partner, Benesch, Friedlander, Coplan & Aronoff LLP (2015 Fellow); Jennett M. Hill, Senior Vice President and General Counsel, Citizens Energy Group (2011 Fellow); Jimmie L. McMillian, Partner, Barnes & Thornburg LLP (2011 Fellow); Alejandro Valle, Senior Attorney, Kopka Pinkus Dolin PC (2013 Fellow); and Crystal T. Williams, Brand Counsel, Bio-Medicines Business Unit, Eli Lilly and Company (2013 Fellow)

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.

12:30 - 1:30 PM

Lunch

1:30 - 3:30 PM

Scenario Work

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

There are critical decisions to be made at every step in one's career. This program will focus on the challenges facing young attorneys as they begin to move up in their organization. Rather than simply sharing tips and best

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practices, this workshop will be highly interactive with role plays and small group activities to allow each participant to explore critical career decisions like developing mastery in an area of their interest rather than a supervisor's desire, soliciting feedback about all aspects of their work, adding value to the organization, and its customers and clients, and figuring out how to overcome institutional obstacles.

3:30 - 5:00 PM

Leadership Essentials, Build Your Ability to Deliver and Receive Feedback
Chris De Santis, Specialist in Management and Organization Development

Both giving and receiving tough feedback is difficult, but feedback is an essential part of learning and growth. Learn to master two skills in this session: first, build the trust required to elicit difficult but career-building feedback from colleagues and, second, develop the courage necessary to give honest feedback to others.

5:00 - 5:15 PM

Closing Session

Lori L. Lorenzo, Program Director, LCLD