

# LCLD 2018 Pathfinder First Meeting Agenda

Walmart Inc. | Bentonville, Arkansas | April 5-7, 2018

## Thursday, April 5, 2018

Sam's Club Home Office Auditorium, 2101 SE Simple Savings Drive, Bentonville, AR 72716

- 2:45 - 3:00 PM**                      **Transportation from the Four Points by Sheraton to Walmart**  
Meet in the hotel lobby to board busses. Please be on time, as busses will leave promptly at 3:00 pm.
- 3:00 - 4:00 PM**                      **Registration**
- 4:00 - 4:15 PM**                      **Welcome & Orientation**  
*Trace Northcross, Associate Counsel—Walmart US Services, Walmart Inc.; 2016 Pathfinder | Charys Williams, Associate Counsel—Legal Operations, Walmart Inc.; 2017 Pathfinder | Erin Hess, Program Manager, LCLD*
- 4:15 - 5:45 PM**                      **The Leader Within**  
*Mitchell Karp, Partner, and Neonu Jewell, Managing Director, 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.
- 5:45 - 6:00 PM**                      **Transportation from Walmart to the Welcome Reception**
- 6:00 - 8:00 PM**                      **Welcome Reception at Crystal Bridges Museum of American Art**  
*Welcome Remarks by Karen Roberts, Executive Vice President and General Counsel, Walmart Inc.; LCLD Board Member*
- 8:00 PM**                                **Transportation from Crystal Bridges to the Four Points by Sheraton**

## Friday, April 6, 2018

Sam Walton Development Complex, 2001 SE 10th Street, Bentonville, AR 72712

- 8:00 - 8:30 AM**                    **Transportation from the Four Points by Sheraton to Walmart**
- 8:30 - 9:00 AM**                    **Breakfast**
- 9:00 - 10:30 AM**                    **Looking Within—The Myers-Briggs Assessment & Emotional Intelligence**  
*Carrie J. Fletcher, Affiliate Instructor, 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 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.
- 10:30 - 11:00 AM**                    **Peer Circle Assignment #1**
- 11:00 AM - 12:30 PM**                    **Building an Effective Network**  
*Elise Holtzman, President, The Lawyer's Edge*
- Growing and nurturing worthwhile professional relationships will enable you to leverage opportunities that won't come through simply doing good legal work. Discover the most effective ways to engage in networking, where to invest your time and energy, and how to build connections in a way that aligns with your goals, personality, and values.
- 12:30 - 2:00 PM**                    **Lunch Q&A with Karen Roberts**  
*Karen Roberts, Executive Vice President and General Counsel, Walmart*
- 2:00 - 4:00 PM**                    **Working Across Differences**  
*Mitchell Karp, Partner, and Neonu Jewell, Managing Director, VallotKarp*
- The ability to work effectively across a broad range of differences is now considered an essential skill for lawyers today regardless of whether you are working in a law firm or legal department. Building and maintaining effective work relationships involve looking at how our own assumptions and expectations can impact everything from day-to-day interactions to assignments, mentoring, and feedback. This session will examine some of the challenges associated with working across differences and provide you with the tools and strategies to work and manage more effectively.

## Friday, April 6, 2018 (Continued)

4:00 - 5:15 PM

### **A View Inside Walmart**

Learn more about Walmart Inc. and its legal department.

#### **Panel 1: Positioned for Success—Business Innovation and Agility from the Executive Perspective**

*Tim Cheatham, Senior Vice President and General Counsel, Walmart US | Kerry Kotouc, Senior Vice President and General Counsel, Sam's Club & Asset Protection | J.P. Suarez, Executive Vice President, Walmart US Realty | Moderated by Yoon Chang, Sr. Associate Counsel, Walmart Technology; 2017 Fellow*

#### **Panel 2: Lead by Example—The Importance of Strategy and Accountability When Leading a Team**

*Sandra Buja, Sr. Associate General Counsel, IP; 2018 Fellow | Greg Tesoro, Sr. Associate General Counsel, Walmart US Realty; 2012 Fellow | David Winfrey, Sr. Associate General Counsel, Supply Chain; 2016 Fellow | Moderated by Ruben Cantu, Senior Associate General Counsel, Walmart Legal*

5:15 - 5:45 PM

### **Transportation Back to the Four Points by Sheraton**

6:30 PM

### **Dinner: Dine-Arounds**

Join your fellow Pathfinders for dinner at a local restaurant. Meet with your group in the hotel lobby 30 minutes prior to your reservation time. Please note that Dine-Arounds are at the Pathfinders' expense. Transportation will be provided to and from Dine-Arounds.

## Saturday, April 7, 2018

**Sam's Club Home Office Auditorium, 2101 SE Simple Savings Drive, Bentonville, AR 72716**

8:00 - 8:30 AM

### **Transportation from the Four Points by Sheraton to Walmart**

8:30 - 9:00 AM

### **Breakfast**

9:00 - 10:30 AM

### **Case Study: Sponsorship at Wilmer Cutler & Pickering**

*Carrie J. Fletcher, Affiliate Instructor, Harvard Law School Executive Education  
Roger Goode, Sr. Associate Counsel, Sam's Club; 2012 Fellow*

Our session on 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.

## Saturday, April 7, 2018 (Continued)

10:30 AM - 12:00 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.

12:00 - 1:00 PM

### **Lunch & Peer Circle Assignment #2**

1:00 - 2:30 PM

### **Tying It All Together: 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 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.

2:30 - 3:15 PM

### **Closing Remarks**

*Erin Hess, Program Manager, LCLD*

3:15 PM

### **Transportation Back to the Four Points by Sheraton**

