

# LCLD 2020 Fellows First Meeting Agenda

InterContinental Miami | Miami, Florida | February 21 - 23, 2020

## Friday, February 21, 2020

**12:00 - 1:30 PM**  
Mezzanine Foyer

### Registration

**1:30 - 2:00 PM**  
Versailles Ballroom

### Welcome & Orientation

*Nichole Velasquez, Fellows Program Manager, LCLD*

**2:00 - 4:00 PM**  
Versailles Ballroom

### Managing Up

*Mary E. Abbajay, President & Co-Founder, Careerstone Group, LLC*

This highly interactive session is designed to help you understand what managers REALLY want from their staff, understand and manage personality differences that impact manager/staff relationships, increase organizational trust among your supervisor and peers, develop effective strategies for working with supervisors, manage your own professional success, understand “hot buttons” for both you and your supervisor, and appreciate the different “followership styles” and how to use each appropriately.

**4:00 - 4:30 PM**  
Mezzanine Foyer

### Break

**4:30 - 5:30 PM**  
Versailles Ballroom

### The Language of Leadership: The Challenges and Opportunities of Diverse Leaders

A conversation between LCLD President Robert Grey and Stephen N. Zack, Executive Committee Member, Boies Schiller Flexner LLP; LCLD Member

**6:00 - 8:00 PM**  
Pool Deck

### Reception for 2019 & 2020 Fellows

Join your class, 2019 Fellows, and local LCLD Alumni for an evening reception with heavy hors d'oeuvres.

## Saturday, February 22, 2020

**8:30 - 10:00 AM**  
Versailles Ballroom

### Joint Fellows Networking Breakfast

*Breakfast available from 8:30 - 9:30 am*

Spend time with the 2019 Fellows who will share their best advice on how to make the most of the Fellowship year and how take advantage of the professional development opportunities that the program offers.

## Saturday, February 22, 2020 (Continued)

10:00 AM - 12:00 PM

### Breakout Session 1:

Biscayne Ballroom

#### **Section A: Resilience - The Key to Moving from Surviving to Thriving**

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

Have you noticed that there are some people who repeatedly bounce back from seeming disasters and continue to shine? In the last couple of decades, there has been a surge in research into the psychology of resilience and achievement. This session will help Fellows learn how to manage their thinking, beliefs, and behaviors to increase their personal level of resilience and constantly move toward a state of thriving.

Chopin Ballroom

#### **Section B: Owning Your Value - Busting Imposter Syndrome and Cultivating Evidence-Based Confidence**

*Neha Sampat, Founder & CEO, GenLead | BelongLab*

Seventy percent of the general population struggles with Imposter Syndrome, the feeling that one is not cut out for the work one is doing or aspires to do, combined with a fear of being discovered as a fraud. Ironically, high achievers and those in certain fields (such as the law) are at unique risk of this often-hidden epidemic and suffer a greater sense of isolation and anxiety because of it. This workshop will equip you with actionable tactics to recognize and address Imposter Syndrome within yourselves and each other, leading to greater leadership presence and increased professional fulfillment and engagement, as well as improved wellness. Organizationally, this contributes to increased retention, peak-performance teams, and more meaningful inclusion. Through the workshop exercises, you will use your lawyering skills to develop a more objective and balanced assessment of your strengths, traits, and experiences, explore how you are uniquely qualified for leadership, and move towards greater comfort and ease in owning your value.

12:00 - 12:30 PM

### Class Photo

12:30 - 1:30 PM

### Lunch

Versailles Ballroom

1:30 - 3:30 PM

### Breakout Session 2:

Chopin Ballroom

#### **Section A: Owning Your Value - Busting Imposter Syndrome and Cultivating Evidence-Based Confidence**

*Neha Sampat, Founder & CEO, GenLead | BelongLab*

Biscayne Ballroom

#### **Section B: Resilience - The Key to Moving from Surviving to Thriving**

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

## Saturday, February 22, 2020 (Continued)

**3:30 - 5:00 PM**  
Versailles Ballroom

### **Accountability Partner Exercise**

**6:00 PM**  
Meet in the Lobby

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

Dine-Arounds are at your expense. Please meet in the hotel lobby 30 minutes prior to your reservation time to meet with your group. All restaurants are within walking distance or a short cab ride from the hotel.

## Sunday, February 23, 2020

**8:30 - 9:30 AM**  
Trianon Ballroom

### **Breakfast**

**9:30 - 11:30 AM**  
Versailles Ballroom

### **Communicating Through the Generations**

*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.

**11:30 AM - 12:00 PM**  
Versailles Ballroom

### **Closing & Next Steps**

*Nichole Velasquez, Fellows Program Manager, LCLD*



LEADERSHIP  
COUNCIL  
ON LEGAL  
DIVERSITY