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Newsletter

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FROM THE NEW YORK CHAPTER PRESIDENT



Jean Cooper Rose

Nationwide Insurance

Since the New York Chapter was launched in 2017, I have worn many hats in different leadership roles and I am pleased to be writing as the 2019 New York Chapter President. As with any new venture, there are opportunities for our Chapter to grow and to continue being a relevant resource for our members. We continue to provide our members with substantive programming and initiatives, focusing on specific practice areas as well as addressing the many issues facing women lawyers. I believe the New York Chapter does a great job incorporating

support-networking events into our programming calendar which serves to keep the Chapter as an enduring network within the New York area. In fact, our Associates Committee kicked off 2019 with a social networking event that was attended by women at all levels of their career, including some law school students who will be vital to our Chapter moving forward and growing.

For the first two years following the launch of our Chapter, we focused on understanding our role within the New York legal community and learning how we can impact that community. This past year, one of our primary initiatives was community outreach. We partnered with a charitable organization, Bottomless Closet, which provides disadvantaged women across the New York City area with services from career counseling and resume writing to professional attire and

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interview preparation. At our annual Summer Rooftop Networking event, graciously hosted by our member firm Virginia & Ambinder LLP, we collected purses, scarves and jewelry for Bottomless Closet, which were used in its boutique. A client of Bottomless Closet can use these accessories to complement an outfit and provide an often needed confidence boost as she embarks on her job interview. This event was very well received by our members and guests, transforming an already lovely evening on a rooftop in downtown Manhattan into a truly rewarding experience, knowing that our Chapter was helping to provide women with the tools to succeed. After all, the goal of the Coalition is to foster career advancement and professional development for our members. To be able to extend this goal outside the confines of our Chapter just seemed fitting.

Our next community outreach event will be fundraising for the American Breast Cancer Society Making Strides Against Breast Cancer Walk in Central Park on October 20, 2019. Please consider donating to our team "Coalition of Women's Initiatives in Law". We will be sporting our newly created Coalition t-shirt. Be sure to look out for pictures of this event on our LinkedIn Page at: <https://www.linkedin.com/groups/12228854/>.

On November 5, we will proudly present our Second Annual Leadership Forum to be hosted by our member firm, Arnold & Porter LLP. This is one of our biggest events of the year where we honor women in the legal community as well as within our Chapter. This year we are pleased to announce that Professor Susan Herman will be receiving the New York Chapter Inspiration

Award. Professor Herman is an American constitutional law scholar, teaching at Brooklyn Law School since 1980, and the President of the American Civil Liberties Union since 2008. Professor Herman began working for the ACLU as an intern in law school. When she was elected president, she was the organization's general counsel and had served on its board of directors for 20 years. Our Keynote speaker will be Rhonda Joy McLean, author of *The Little Black Book of Success, Laws of Leadership for Black Women*. Rhonda was our inaugural Inspiration Award recipient. We welcome members from the Chicago and D.C. Chapters to celebrate with us and attend the Leadership Forum.

As we embark on the close of 2019, our New York Chapter will continue to explore how we can remain a valued resource for women in our legal community.

We will seek opportunities to partner with sponsors and organizations to expand our reach and share the support we provide to our members in a welcoming and comfortable atmosphere. We strive to keep diversity at the forefront of our Chapter and to expand our membership so that the Chapter may grow and thrive from exposure to a variety of viewpoints and experiences. I look forward to our continued work and commitment to women in the New York legal community by fostering career advancement and providing a platform to expand their circle of influence.

5 Skills Legal Leaders of the Future Need to Develop

By: Paula Davis-Laack, JD, MAPP



I stopped practicing law on June 24, 2009, and I've been astounded at how much the legal profession has changed. In the past decade, the market for legal services has experienced the [following](#):

- The emergence of new legal services providers and solutions beyond lawyers and law firms;
- Decreasing the regulatory restrictions against "non-lawyers" providing legal services;
- The creation of alternative fee provisions and approaches; and
- Clients asserting greater confidence in their rights as full participants in their legal solutions

In addition, the lawyer well-being movement has been established, urging legal employers to begin to address matters related to stress, burnout, substance abuse, problem drinking and overall culture. As this changing legal landscape continues to evolve, up-and-coming lawyer leaders will need to develop and prioritize new competencies in

order to move with the change and stay relevant.

Here are four such competencies new leaders will need:

Champion change and innovate. Innovation is the act of bringing about a new idea, product or process, and given the forces of change acting upon the legal profession, it will be hard for legal leaders to sit back and do nothing and hope to remain relevant. This is a critical competency for most industries, and the legal profession is now no exception.

While clients are keen to have their lawyers innovate, when lawyers think of innovation, they often jump to legal technology as a solution. In reality, what clients really want is for their lawyers to listen to their legal and business issues and create new strategies for current and future challenges.

Collaborate & have a teamwork focus. As the legal profession becomes more complex and specialized, it's rare for any one lawyer to have the breadth of expertise to

solve all of his or her client's challenges. That means that lawyers must collaborate (both within their organization and by adding other allied professionals to create a multi-disciplinary team). In-house lawyers must also start to recognize and break down the silos that often exist in favor of collaboration.

Prioritize well-being & make it systemic. Issues surrounding the health and well-being of attorneys have come into much sharper focus in the past three years, as growing empirical and anecdotal evidence of lawyer distress and dysfunction have collided with a heightened willingness to do something about the problems. [Lawyer well-being](#) is about creating an overall healthy and positive quality of life that involves responsible choices for oneself and one's clients. Most recently, legal employers have been asked to consider signing the [Well-Being Pledge](#), which calls upon legal employers to recognize that substance use and mental health problems represent a significant challenge for the legal profession and to prioritize the Pledge's seven-

Chicago Chapter

CHICAGO MEMBER SPOTLIGHT: Maria Maras

Senior Intellectual Property Counsel, Accenture



Describe what you do.

I partner with our business to resolve IP litigation and disputes and develop strategies to protect Accenture's IP and mitigate IP risk for Accenture's global operations in more than 120 countries. I also run Accenture's Inventor Award Program and our global "Invention of the Year" competition.

When did you first join the Coalition?

I have been a member since the Coalition was founded in 2008.

What positions have you held in the Coalition?

I have served as the Co-Chair of the In-House Committee since January 2018.

What was your first job?

I joined Kirkland & Ellis LLP as an associate in the intellectual property and litigation departments rights after I graduated from law school. I worked on high-stakes IP cases there for almost 10 years until I left to join Accenture in 2014.

What is your fondest career memory or highlight?

I have had the honor of helping two people win asylum in federal immigration court. I get chills remembering the moments when each one heard the judge tell them that they would be able to live safely in the United States.

What is the best advice you ever received?

"Look for the solution." As a junior associate, I was very upset about a negative development in one of my cases, which I perceived as having been caused by a choice I had made. My father (who has now practiced law for 35+ years) advised me to focus on the solution – rather than the problem – and reassured me that there is always a way to move forward, if you can lift your head up enough to see it.

What advice would you give to a woman lawyer just starting out?

Curate your life. It's impossible to achieve a perfect balance at any given time between work and home, but you can mindfully choose the areas where you want to invest your time and energy.

To what do you attribute your success?

I attribute my success to GRIT – a combination of passion and perseverance – and the privilege of having terrific mentors and sponsors over the years.

What's your favorite Coalition program you've attended?

A personal favorite was the workshop where a team from Accenture's Fjord group explained how design thinking can help us bring innovation to our legal practices.

Where do you hope to be in 5 years?

I hope to still be learning about cutting-edge technologies and talking to different parts of the world every day. And I expect to still be working to help women advance in the legal and technology worlds, both for my own generation and the generations to come for my daughters (now ages 8, 6, and 3).

Coffee or tea?

Coffee. Always coffee.

CHICAGO UPCOMING EVENTS

Annual Law Student Event

October 2, 2019
Kent Law School

10th Annual Leadership Forum

October 15, 2019
Hosted by Kirkland & Ellis

Kendra Scott Jewelry Event

November 6, 2019
Kendra Scott
900 N. Michigan Avenue, Chicago

Annual Member Meeting

December 4, 2019
Hosted by Neal, Gerber & Eisenberg LLP



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point framework for building a better future.

While legal employers have made strides in addressing well-being issues, it's important that these initial efforts don't get stalled. As healthcare professionals have discovered in their own efforts to reduce burnout and increase well-being in the profession, [organizations](#) often employ novice or beginner type interventions that usually have only a minor impact in addressing the problem, and then stop. Legal employers must continue to address the root causes and cultural issues that drive lack of well-being in the first place.

Demonstrate and encourage resilience. A career in law is a rewarding path, but it's also a challenging one. Resilience is the capacity for stress-related growth and sustained high performance before, during and after a setback or stressor. Resilience is a set of skills and frameworks that can be learned, practice and improved, and it applies to individuals, groups and organizations. In fact, most of my work in this area over the past year plus has been talking about the need for systemic resilience – the application of these tools to leaders, teams and to the organization itself. [Resilience interventions](#) can be placed

along a continuum of reactive-proactive approaches, and resilience development can be seen as a general performance enhancer, a response to stressful circumstances, an accelerator of team development, a core capability in organizations that routinely face demanding and challenging conditions, an essential component of leadership development and as a supporter of culture change.

The legal profession is going to continue to evolve and will look different 10 years from now. What would you add to this list?

New York Chapter

MEMBER SPOTLIGHT: Penny M. Williams



Senior Corporate Counsel, Workday, Inc.

Describe what you do.

I am a corporate generalist and a Certified Information Privacy Professional with a focus on technology transactions. At Workday, a leading provider of enterprise cloud applications for finance and human resources, I advise regional sales operations on business and legal issues in connection with new and existing customer relationships.

When did you first join the Coalition?

January 2016.

What positions have you held in the Coalition?

Board of Directors, Director

What was your first job?

Associate at Cadwalader, Wickersham & Taft LLP

What is your fondest career memory or highlight?

I feel confident that the best is yet to come.

What is the best advice you ever received?

Seek out mentors and sponsors outside of your current organization.

What advice would you give to a woman lawyer just starting out?

Competency is essential to long-term success, but opportunity is required to advance. Your network is your key to opportunity. Don't neglect it.

To what do you attribute your success?

My network has been instrumental in my success.

What's your favorite Coalition program you've attended?

FORWARD (Forum on Reinvigorating the Women's Affinity Resources Discussion)

Where do you hope to be in 5 years?

I hope to be in a position to impact the strategy of an organization with regards to innovation and inclusion.

Coffee or tea?

Coffee...so much coffee!

NEW YORK UPCOMING EVENTS

Coalition Networking Social

October 10, 2019

IVY

Making Strides Against Breast Cancer Walk

October 20, 2019

Annual Leadership Forum

November 5, 2019

Year-End Meeting & Voting on Slate for Executive Committee and Board of Directors

December 9, 2019

Washington, D.C. Chapter

MEMBER SPOTLIGHT: Nicole Lynn Kobrine

Partner, Katten Muchin Rosenman LLP



Describe what you do.

I am a litigator and I practice primarily throughout the Washington, DC metropolitan area with a focus on complex business litigation representing land owners, real estate development companies, and leading shopping centers in high-stakes disputes. I also have a niche practice advising commercial property owners on how to avoid disputes with their tenants while undertaking significant redevelopments to their buildings.

When did you first become acquainted with the Coalition?

Katten was a founding member of the Chicago Chapter of the Coalition. When the Coalition decided to begin a chapter in DC, my partners in Chicago reached out to me and recommended that I get involved. After seeing the fantastic women involved in those Chapters and meeting several women interested in forming the DC Chapter, I was excited to get involved and help launch the DC Chapter.

What positions have you held in the Coalition?

I am currently the Vice President of the DC Chapter and a member

of the Board of Directors. I am also on the Board of the National Women's Coalition.

What was your first job?

After my first year of law school, I interned for the Honorable Pauline Newman at the US Court of Appeals for the Federal Circuit. After my second year, I was a summer associate at Holland & Knight LLP and then joined H&K as a litigation associate after graduation. I moved to Katten in 1999 (as a third year) and have been there ever since.

What is your fondest career memory or highlight?

I had a very contentious land use case that went to trial in a rural state court. I was certain that my clients had the better case and, therefore, should have been victorious, but the trial court judge ruled in favor of the local parties. The state appellate court affirmed the trial court's decision. I filed a writ of certiorari (even though very few cases are granted cert) to the state supreme court, which was granted. Ultimately, the state supreme court reversed the lower court decisions and granted my clients virtually everything that they had sought in the litigation. The case

took well over five years, and the state court file was comprised of dozens of boxes. The feeling that I had after reading the supreme court's decision was incredible and unlike anything else that I have experienced professionally.

What is the best advice you ever received?

Women are often the best candidates in the room, and yet women tend not to speak up and/or promote themselves. The best advice that I have received over the years is to make sure that you ask for what you want. You can be the best associate or the best fit for the client, but if you don't ask to be made partner or don't ask the client for the work, you are not likely going to be made partner or get the work.

What advice would you give to a woman lawyer just starting out?

When I counsel young women attorneys, I always tell them to set their path and don't let anyone deter them. I also tell them to pay attention to the details of their work because that can help elevate them above others. And, finally, I advise them to seek out a mentor (whether a woman or a man) as she or he

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can help make the path to the top easier. When I was interning for Judge Newman, she told me that women needed to reach down and help younger women so they can achieve what we have achieved. There are lots of people out there who can be mentors – just ask!

To what do you attribute your success?

My parents have been critical to my success as both an attorney and a mom. From the time I was little and through today, they have provided me with not only sage guidance, support and love but also incredible opportunities. Who I am today was also influenced by the fact that I began competitive gymnastics at the age of 6, became nationally ranked in high school, and continued as a Division 1 gymnast in college. Being committed to gymnastics taught me dedication, hard work and mental toughness.

I attribute all of my success to the lessons that I learned from my parents and dedicating so much of my life to gymnastics.

What's your favorite Coalition program you've attended?

I really enjoyed Debbie Epstein Henry's event, Networking Beyond the Basics, because Debbie is such a fantastic speaker and offered very practical, unique advice. I also thought Jennie Fagen's event, Work-Life Balance & Stress Management for Attorneys, was tremendously helpful. I am really looking forward to our upcoming event, Women Law Firm Leaders: A Panel Discussion, in which Amy Bess, Gwen Renigar, and Shawn Wright, three women leading the way in their law firms and the legal profession, will discuss their practices, career paths, lessons learned, and other topics.

Where do you hope to be in 5 years?

I hope to be doing exactly what I do now – helping clients avoid litigation or, if necessary, litigating complicated commercial business disputes for them. I love developing and trying cases and cannot see myself doing anything else.

Coffee or tea?

As a young associate, I was a big Diet Coke drinker and occasionally drank coffee. After I got pregnant with my first child, I gave it all up and started drinking green tea. Three kids later, I still drink a lot of green tea and an occasional coffee. But I don't drink any Diet Coke!

Questions or Comments?

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