



NEW YORK
CITY BAR

DIVERSITY

Associate Leadership Institute

2018 FACULTY DIRECTORY

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2018 FACULTY INDEX

2 | [CITY BAR LEADERSHIP](#)

7 | [FACILITATORS](#)

12 | [SPEAKERS & PANELISTS](#)

31 | [EXECUTIVE COACHES](#)

35 | [ALUMNI SPEAKERS & CLUSTER MENTORS](#)

40 | [PLANNING COMMITTEE MEMBERS & VOLUNTEERS](#)

NEW YORK CITY BAR ASSOCIATION LEADERSHIP



JOHN S. KIERNAN

Debevoise & Plimpton LLP

John Kiernan has been a partner at Debevoise & Plimpton since 1988, Co-Chair of its Litigation Department since 2002 and Chair of its Ethics Committee since 1994.

His representations have embraced a broad range of commercial and quasi-commercial litigation, arbitration and internal investigations.

John is currently President of the New York City Bar Association and board chair of the International Institute for Conflict Prevention and Resolution (“CPR”) and Prisoners’ Legal Services of New York. He has previously chaired the boards of directors of Legal Services NYC, the Lawyers’ Committee for Civil Rights Under Law, Volunteers of Legal Service and the Justice Resource Center. He co-founded the NYC Bankruptcy Assistance Project; served as Village Trustee and Mayor of Pelham Manor, New York; and has chaired committees for several bar associations. He also is a former director of New York Alliance for the Public Schools, Practicing Attorneys for Law Students, the Federal Bar Council, the City Bar Justice Center, the Pelham Art Center, and United Way of Pelham. He is a member of the Chief Judge’s Committee on Non-Lawyers and the Justice Gap.

John is the co-editor of the three-volume *Litigation Manual* (3rd ed., 1999), a chapter author of *New York Business Litigation* (2013) and *Commercial Litigation in New York State Court* (2015), an author of numerous articles on substantive and strategic issues in litigation, and an Adjunct Professor at New York University Law School.

John graduated *magna cum laude* in 1976 from Harvard College, and *magna cum laude* in 1980 from Harvard Law School, where he was an editor of the *Harvard Law Review*. He is a former law clerk for Hon. Walter R. Mansfield, U.S. Court of Appeals for the Second Circuit.



BRET PARKER

New York City Bar Association



Bret Parker joined the New York City Bar Association as Executive Director in May of 2013. Before moving to his current position, Parker was Vice President and Associate General Counsel at Elizabeth Arden, Inc. and President-Elect of the International Trademark Association. Previously, he was Vice President and Assistant General Counsel at Wyeth (now part of Pfizer Inc.) and Assistant General Counsel with the Colgate-Palmolive Company. Prior to going in-house, he worked in private practice at the New York offices of Dorsey & Whitney and Townley & Updike. He also clerked for Hon. K. Michael Moore of the United States District Court for the Southern District of Florida.

Parker has been a member of the City Bar since 1996 and has chaired its Trademarks and Unfair Competition Committee, served as a member of the Pro Bono and Legal Services Committee and served as a City Bar delegate to the New York State Bar Association House of Delegates. He was also Director of Wyeth's Pro Bono Program, Chair of the Pro Bono and Outreach Committee of the New Jersey Corporate Counsel Association (and member of its Board of Directors) and a member of the Pro Bono Committee of the New Jersey State Bar Association. He serves as a Member of the Patient Council of the Michael J. Fox Foundation for Parkinson's Research. Parker attended the University of Pennsylvania (B.A.) and Fordham University School of Law (J.D.), where he was Managing Editor of the Fordham International Law Journal.



GABRIELLE LYSE BROWN

New York City Bar Association



Gabrielle Lyse Brown is the Director of Diversity and Inclusion for the New York City Bar Association, where she leads the Association's efforts to enhance diversity in the legal profession across a broad range of internal and external constituents, including law firms, corporate legal departments, nonprofit organizations and educational institutions to foster diverse and inclusive environments. In this capacity, Gabrielle spearheads the Association's qualitative and quantitative research and develops individualized strategies to increase the retention and advancement of women and minority attorneys in the Office for Diversity's signatory law firms. Previously, she founded the City Bar's Pipeline Initiative, developing comprehensive programming for inner-city students to address academic support and enrichment, professional and substantive skill development, networking/mentoring opportunities and exposure to the legal profession.

She is a frequent speaker and trains organizations on data-driven initiatives, implicit bias, professional readiness, mentoring, networking, and developing diversity and inclusion "better practices." She has spoken at the Practising Law Institute (PLI), Bloomberg Big Law Diversity Summit, and ALM Legal Week, and her work has been featured in publications including the *New York Times*, *New York Law Journal*, *Bloomberg*, *Crain's New York Business* and *Thomson Reuters*. She is a recipient of the Minority Corporate Counsel Association George B. Vashon Innovator Award.

Gabrielle is the co-chair of the Council of Urban Professionals (CUP) Fellows Board and was a 2014 Fellow. She is a member of the Institute for Inclusion in the Legal Profession (IILP) Advisory Board, The Association for Law Placement (NALP), the Oberlin College Alumni Council, and serves on the Executive Board of Directors of Practising Attorneys for Law Students, Inc. (PALS). Additionally, she serves as a special advisor to the Pipeline to Practice Foundation and as a consultant to the New York Financial Services Diversity Group.



JP KERNISAN

Duane Morris LLP

CO-CHAIR, ASSOCIATE LEADERSHIP INSTITUTE PLANNING COMMITTEE

JP Kernisan practices in the areas of labor and employment law and commercial litigation. Mr. Kernisan has significant employment litigation and counseling experience representing employers in the retail, professional sports and financial services industries. His professional sports practice consists of providing employment law and crisis management advice and counsel to professional sports teams in the NFL and NBA.

He has defended employers at all stages of single plaintiff, multi-plaintiff and class and collective action litigation and arbitration against claims of wrongful discharge, discrimination, harassment, retaliation, wage and hour violations, and breach of contract claims.

Mr. Kernisan's experience in the securities and financial markets industries includes representing broker-dealers and brokers in FINRA arbitrations. He also has experience representing employers in traditional labor law matters, including collective bargaining, grievance arbitrations and union elections.

Mr. Kernisan is a 2009 graduate of NYU School of Law and a 2006 graduate of the University of Maryland.



ELENA D. LOBO

Cleary Gottlieb Steen & Hamilton LLP



CO-CHAIR, ASSOCIATE LEADERSHIP INSTITUTE PLANNING COMMITTEE

Elena is a corporate associate at Cleary Gottlieb Steen & Hamilton, LLP. Elena's practice focuses on a broad range of corporate and financial transactions including financings, restructuring and capital markets transactions, and her work is primarily cross-border, focusing on Latin America. Elena received her J.D. from NYU Law in 2013, where she was an Institute for International Law and Justice scholar and a Casebook Staff Editor for the Moot Court Board. She received a B.A. in International Relations, magna cum laude, from Brown University in 2008. She is a member of the New York Bar and the NYCBA Inter-American Affairs Committee.

[2018 Associate Leadership Institute Planning Committee Members](#)

INSTITUTE FACILITATORS



PAULA T. EDGAR

PGE LLC



ASSOCIATE LEADERSHIP SESSION: BUILDING YOUR PERSONAL BRAND & LEADERSHIP/MANAGEMENT SKILLS
SESSION DATE: FRIDAY, APRIL 20, 2018

Paula T. Edgar Esq. is Founder and CEO of PGE LLC, a speaking, executive coaching and diversity consulting firm. PGE LLC provides innovative and strategic solutions on organizational diversity efforts, intercultural competence initiatives, workplace harassment prevention and EEO compliance. The firm is an industry leader in executive/leadership development, branding, networking, social media and career management strategies. Paula speaks and consults regularly on these topics by advising, facilitating workshops, professional development trainings, and providing keynote speeches. Paula's clients have hailed from a variety of industries and have included corporations, law firms, municipal agencies, higher education institutions, and nonprofits. All have benefitted from her directive to "Engage Your Hustle!"

Paula has demonstrated leadership in numerous organizations and social justice initiatives, including her current role as President of the Metropolitan Black Bar Association (MBBA), New York State's largest black bar association. She is a member of the NYC Bar Association's Enhance Diversity in the Profession Committee, a member of the Council of Urban Professionals (CUP) Alumni Board, a Trustee of the Ellis L. Phillips Foundation, a member of the Executive Committee of the Deerfield Academy Alumni Association and a member of the Apollo Theater's Young Patrons Steering Committee.

Paula's professional experiences include serving as the inaugural Chief Diversity Officer at New York Law School, the Associate Director of Career Services at Seton Hall University School of Law, and as the Executive Director of Practicing Attorneys for Law Students Program, Inc. (PALS). Prior to leading PALS, Paula practiced in the Law Enforcement Division of the New York City Commission on Human Rights.

Paula received her B.A. in Anthropology from the California State University (Fullerton) and her J.D. from the City University of New York School of Law. She has been recognized by The Network Journal Magazine as a "40 Under Forty" Achievement Awardee, a Ms. JD "Woman of Inspiration" and a "Rising Star" by A Better Chance. She has also received the Distinguished Alumni award from the Black Law Students Association at CUNY Law School and the Ruth Whitehead Whaley Service Award from the Association of Black Women Attorneys (ABWA).

Connect with Paula on her [website](#), on [LinkedIn](#), [Twitter](#) and [Facebook](#).



J. KELLY HOEY

Author, Build Your Dream Network



ASSOCIATE LEADERSHIP SESSION: LEVERAGING YOUR NETWORK: MENTOR & SPONSOR RELATIONSHIPS
SESSION DATE: FRIDAY, APRIL 6, 2018

Kelly Hoey is the author of Build Your Dream Network (January 2017 / Tarcher Perigee).

Kelly has been lauded from Forbes (“1 of 5 Women Changing the World of VC/Entrepreneurship”) to Fast Company (“1 of the 25 Smartest Women On Twitter”) to Business Insider (“1 of the 100 Most Influential Tech Women On Twitter”) and Inc. (“1 of the 10 Most Well-Connected People in New York City's Startup Scene”). EBW 2020 included her on their list of the “100 Most Influential Global Leaders Empowering Women Worldwide”. She has appeared on CNBC’s Power Pitch, contributes to publications such as Fast Company and Inc., and works with inclusive companies including Capital One and Comcast.

Kelly’s career story is one transformation, and can only be explained by her unique ability to tap into networks and make valuable connections. Her career started in Toronto as a banking attorney, eventually transitioning to the management side of an international law firm based in New York City. A chance opportunity in 2009 to work with a visionary leader of a global business network for women sparked her transition from earning a paycheck to seeking equity. Co-founding a startup accelerator then an interim CMO role with an emerging tech company are just part of her journey of reinvention as an author, influencer and investor. In addition to her portfolio of angel investments, she is a limited partner in two venture capital funds and an advisor to New Zealand Trade and Enterprise.



TIM LEISHMAN

Firm Leader Inc.



ASSOCIATE LEADERSHIP SESSION: RAINMAKING, BUSINESS DEVELOPMENT/CLIENT RELATIONSHIPS
SESSION DATE: WEDNESDAY, MAY 2, 2018

Tim Leishman has been working with major law firms for more than 25 years, as a partner with management responsibilities in a leading Canadian firm and as a consultant since 1997 with more than a third of the Global 100 law firms.

Tim has designed customized leadership development programs for executive teams, leaders of practice groups and client teams, and for partners who wish to expand their contributions to the success of their firms. Tim has also created advanced training programs in business development, business planning, and managerial skills, including delegation and supervision, team leadership, and coaching. Many of these programs have been developed using a research method that identifies the behaviors and preoccupations of outstanding performers in order to accelerate the development of abilities in others.

Tim consults with firms on strategic planning, business development, talent strategy, and practice management. Tim received his law degree from the University of Toronto.



KAREN WATAI

Welcome Change LLC



ASSOCIATE LEADERSHIP SESSION: EXECUTIVE PRESENCE & IMPACTFUL COMMUNICATION SKILLS
SESSION DATE: FRIDAY, MARCH 16, 2018

Karen J. Watai is the Founder and President of Welcome Change LLC, and the author of *Lead Your Way: Practical Coaching Advice for Creating the Career You Want*. She works closely with her clients to achieve results in the areas of leadership, career development, diversity, and inclusion.

Karen has coached and/or trained individuals from a variety of organizations including Goldman Sachs, New York Life, Kaplan Inc., Comcast, Prudential, HSBC, BET Networks, Tory Burch, and DREAM. In addition, she has worked with many of the top law firms in the Vault 100 rankings. Her coaching clients include Executives, Partners, Vice Presidents, and managers of corporations, professional services firms, investment funds, and non-profit organizations. She has been a coach for the Global Institute for Leadership Development and Harvard Business School Executive Education. Karen is currently the Lead Facilitator for the IAB Education Foundation's iDiverse Task Force. The Task Force is focused on increasing diversity and inclusion in the digital media and advertising industries.

Prior to founding Welcome Change LLC, Karen spent almost 20 years in investment banking and private equity. She was a Vice President at Goldman Sachs where she executed transactions in the Private Finance Department and was a relationship manager in the Capital Markets Department. She also worked in the Management Development and Training Department where she designed, developed, and delivered major initiatives including mentoring, diversity, compliance, and business programs. Karen left Goldman Sachs to become a partner in the Exeter Group of Funds, a private mezzanine and equity investment firm.

Karen has received the Master Certified Coach designation, the highest credential awarded by the International Coach Federation. She holds an M.B.A. from the University of Chicago Booth School of Business, a J.D. from the University of Chicago Law School, and an A.B. from Harvard University. She is certified in the Hogan Assessment Systems, the Myers-Briggs Type Indicator, and the PDI Profilor. Welcome Change LLC is certified as a Minority Business Enterprise.

Karen lives just outside of New York City, and is often in the city working with clients and seeing Broadway shows.

SPEAKERS & PANELISTS



ADEOLA ADEJOBI

Avant-Garde Network



Adeola Adejobi, Esq. is an attorney, entrepreneur and speaker. In 2011, she launched her company, the Avant-Garde Network. The mission of the Avant-Garde Network is to create social and economic impact through a collaborative ecosystem of industry executives, business leaders and entrepreneurs. She organically grew the organization to engage over 3,000 members hosting events in New York City, Washington D.C., Lagos, Nigeria and more. Avant-Garde Network advocates for Black professionals and diversity and inclusion through business education, recruiting, career development, thought leadership, panels, partnerships and events.

In 2017, she launched Avant-Garde Network's Women's Empowerment Collective (WEC). WEC's purpose is to foster business and career development opportunities for women. The WEC helps women to grow professionally and personally, by working to break down the barriers that Black women face in the corporate world by fostering fellowship, development, support and training to propel them to the next level of leadership. Whether participants would like to be promoted to the C-Suite, achieve business results at a new level or endeavor to reach the next chapter in their career, WEC fosters an environment focused on propelling Black women to engage with one another and achieve higher levels of success.

Adeola understands that meeting the career aspirations of Black professionals requires more than just the standard engagement. She is also committed to highlighting areas that need diversity. Knowing this, she created initiatives such as Africa 2030, Diversity Dollars and Disruption, and the Dealmakers Roundtable. Diversity Dollars and Disruption: Black Tech meet-up will be featured at SXSW 2018 in Austin, Texas. Her passion for community engagement has also led her to lead several millennial political engagement events.

Adeola is the recipient of several awards, including the 2018 TOP 35 Millennial Influencers Award, Spelman College NY-NAASC Shining Star in Entrepreneurship Award, the Congresswomen Yvette D. Clarke 2017 Shining Star Award, E. Randolph Williams Award for Pro Bono Service, the New York State Bar Association's Empire State Counsel Award and the 2017 NV Magazine Mover and Shaker Award. She is a 2017 Council of Urban Professionals Fellow and she also sits on the Advisory Board of the National Black Law Students Association. Adeola is an active member of the Metropolitan Black Bar Association, Council of Urban Real Estate, and Delta Sigma Theta Sorority, Inc.

After obtaining her degree in Political Science with a minor in Comparative Women's Studies from Spelman College, she started her career in the Public Service and Diversity Department at the law firm of Sutherland Asbill & Brennan LLP. Adeola went on to obtain her law degree from Cornell Law School with a specialization in International Legal Affairs. During her time in law school, she worked at Habitat for Humanity International and the Office of Legal Affairs at the United Nations in New York City.

Adeola is a first generation Nigerian American from Oakland, California and resides in Harlem New York.



MICHAEL W. BLAIR

Debevoise & Plimpton LLP

Michael Blair is the firm's Presiding Partner. Mr. Blair has served as lead counsel in a host of major M&A transactions, advised senior executives and boards of directors on governance matters and handled securities transactions for clients across a range of industries.

Mr. Blair joined Debevoise in 1981 and became a partner in 1989. He received his B.A. from Yale University in 1977 and his J.D. from the University of Chicago in 1981. Mr. Blair is a Director of The Partnership for New York City and of the Leadership Council on Legal Diversity, a Trustee of the Smith Richardson Foundation, a member of The Economic Club of New York and a Life Fellow of the American Bar Foundation.



WHYTNE BROOKS

New York Life Insurance Co.

Whytne Brooks is an Assistant General Counsel in the Office of General Counsel (OGC) at New York Life Insurance Company. As a member of the litigation team, Ms. Brooks works closely with business partners in assessing legal risk and exposure, developing legal strategy, and representing New York Life before both federal and state courts, and in connection with regulatory matters before state insurance departments and other regulators. Ms. Brooks is the Chair of OGC's Diversity Committee and is a member of the Core Leadership Team of New York Life's African-American Employee Resource Group. In 2017, Ms. Brooks was selected to join NYL's Career Management Initiative – a career development program for high-performing individuals from across the various departments of NYL with the potential to play an important role in NYL's future success.

Prior to joining New York Life, Ms. Brooks was a litigation associate at Simpson Thacher & Bartlett LLP, defending Fortune 100 corporations, private equity funds and insurance companies in a wide variety of commercial disputes including mergers and acquisitions, bankruptcy, securities and False Claims Act litigation for U.S. and international clients. She sat on the Firm's Associates Committee and Diversity Advisory Council. For her extensive *pro bono* work representing indigent New Yorkers in housing and immigration matters, Ms. Brooks received the Firm's Pro Bono Recognition Award (3x), received Legal Services NYC's Pro Bono Recognition Award (2011), was named among the 2012 Empire State Counsel and received Her Justice's Commitment to Justice Award (2012).

Ms. Brooks is the current Chair of the New York City Bar Association's Committee on Minorities in the Profession, having been a member of the committee since 2011. In 2015, she became a member of Legal Services NYC's Pro Bono Associate Advisory Board.

Ms. Brooks often takes time to speak publicly about the power of mentoring and diversity, most recently at the Practising Law Institute's 2017 Diversity & Inclusion in Law Practice seminar.

Ms. Brooks is a graduate of Yale University (2007) and Columbia Law School (2010).



VERNON CHU

BBC Worldwide Americas

Vernon G. Chu is the General Counsel for BBC Worldwide - Americas (BBCWA), with responsibility for all legal matters affecting BBCWA in the United States, Canada and Latin America. He oversees policy and compliance issues in the territory including fair-trading, editorial standards, advertising guidelines, trademark and copyright policy. He is involved with oversight of BBCWA's joint venture SVOD service, BritBox, and its joint venture cable channels, BBC America, BBC Canada, BBC Earth and BBC Kids, and all legal aspects of BBCWA's television licensing business, theatric film and consumer products business, which includes DVD, digital entertainment, live events, the BBC Direct marketing and catalogue business and merchandising. He also oversees BBCWA's content and production business in Los Angeles which produces US network shows such as Dancing With The Stars, Top Gear and Life Below Zero. BBCWA is the wholly owned subsidiary of BBC Worldwide Limited, the commercial consumer arm of the British Broadcasting Corporation (BBC).

He was graduated from the Wharton School in Philadelphia in 1982 with a degree in accounting and economics. In 1985 he received his MBA from Cornell University in Ithaca, New York. A year later, he graduated Cum Laude from Cornell Law School.



YAHONNES CLEARY

Paul Weiss Rifkind Wharton & Garrison LLP

A partner in the Litigation Department, Yahonnes Cleary represents clients in various industries in complex commercial litigation, regulatory matters and internal investigations. He has substantial trial experience, including representing pharmaceutical companies, financial institutions and other clients in high-stakes trials in federal and state court.

Yahonnes also has represented financial institutions and other companies and organizations in connection with sensitive internal and regulatory investigations.

Yahonnes maintains an active pro bono practice, including matters with the American Bar Association, the Bronx Defenders and Clemency Project 2014 related to issues such as affirmative action, policing and resentencing.



S. JEANINE CONLEY

Littler Mendelson P.C.

S. Jeanine Conley, an experienced trial lawyer and shareholder at Littler Mendelson, represents a wide array of companies, both global and domestic, in employment-related disputes and workplace investigations. Conley regularly advises and counsels clients in a variety of industries, particularly the manufacturing, retail, financial services and media and entertainment industries on a wide-range of employment issues, including whistleblower and retaliation claims, trade secrets, Title VII anti-discrimination and harassment matters, the Family Medical Leave Act, and the Americans with Disabilities Act. Through her experience as a trial lawyer, Conley is able to efficiently and effectively strategize with her clients to resolve employment disputes through the best possible means for the client by obtaining favorable settlements, dismissal of actions through summary judgment or full defense verdicts at trial.

Along with her successful employment practice, Conley is extremely active in her community and is Chair of the Board of the New York Urban League and is former-chair and current member of the Advisory Board of the Urban Assembly School for Criminal Justice, an all girls school in Borough Park, Brooklyn. Conley is a member of the Forum of Executive Women, past president of the Association of Black Women Attorneys and past chair of the New York City Bar's Committee on Minorities in the Profession. She has also been recognized by numerous organizations for her work, and is the recipient of the Metropolitan Black Bar Association's 2016 Private

Practitioner of the Year Award, the inaugural Chambers Women in Law: "Outstanding Contribution to Furthering the Advancement of Minority Lawyers" Award, an award created for her work, the Network Journal's "40 Under Forty" Award for 2013, and the NY City Bar Diversity Award in 2011 along with others. She was part of the inaugural class of CUP Fellows and now serves on the Alumni Board.



ANNE COONEY

Morgan Stanley

Anne Cooney is a Managing Director and is the General Counsel of Morgan Stanley Wealth Management (WM). Anne leads a team of approximately 70 professionals who advise the business on legal issues and regulatory requirements involving the division's broad product and services offerings. Anne previously served as head of Client Litigation for the Wealth Management business. Prior to joining Morgan Stanley in 1999, Anne practiced as a securities litigator with a leading Florida law firm.



CONWAY EKPO

Morgan Stanley

Conway Ekpo is in-house counsel and Executive Director at Morgan Stanley where he covers the firm's International Wealth Management business, which has over \$2.2 trillion in assets under management. Prior to joining Morgan Stanley, he was in-house counsel at Bank of America Merrill Lynch where he advised the bank's Global Wealth & Investment Management business. Conway is an adjunct law professor at Rutgers School of Law, where he teaches New York civil procedure, and currently serves as the Secretary for the NYC Bar Association's In-House Counsel Committee. Prior to transitioning in-house, Conway practiced financial services litigation as an associate at Hogan Lovells US LLP, Riker Danzig LLP and the New York office of Heller Ehrman LLP.

Conway was the recipient of the NYC Bar Association's 2016 Diversity & Inclusion Champion Award, the Garden State Bar Association's 2016 Young Lawyer Award, and the Nigerian Lawyers Association's 2016 Rising Star Award, all in recognition for his efforts as a founding member of 1844. 1844 is a group of 60 black male lawyers practicing in NYC in large law firms and in-house legal departments for Fortune 500 companies; the group's

name "1844" is in reference to the year that the first black person, Macon Bolling Allen, was admitted to practice law in America.

Conway was selected as a 2016 Fellow in the Council of Urban Professionals ("CUP"). A firm believer in pipeline initiatives, Conway also serves on the National and Northeast Advisory Boards as well as the National Moot Court Board of Advisors for the National Black Law Students Association. He is a proud member of Kappa Alpha Psi Fraternity, Inc. and the Prince Hall Masonic Lodge.

Conway earned his B.S. in architectural engineering at the University of Kansas and his J.D. at Rutgers School of Law where he was Managing Editor of the Rutgers Law Review. He currently resides in Manhattan with his wife Martha and their daughter Langston.



VALIA GLYTSIS

Morgan Stanley

Valia Glytsis is CEO and Founder of The Paradox of Leadership, a boutique leadership education firm that believes in driving transformational, bottom-line results through a fierce commitment to the human side of business. The firm specializes in developing and delivering high-potential leadership programming for progressive organizations across industry. Content focus areas include leadership mindset, professional branding, Executive presence, courageous communication, trust & impact, confidence, and mindfulness. The company's tagline encapsulates it best: *Leadership Development for Enlightened Corporates*. Recent client highlights include Facebook, *McKinsey & Company*, *Edelman*, *Prudential*, *KPMG*, *Credit Suisse*, *Soul Cycle*, *HBO*, *IBM*, and nearly all Ivy League institutions.

As an Executive trainer, coach, and speaker, Valia's personal mission is to help transform leaders and organizations that yearn for a more meaningful and impactful way of working, living, and leading. She believes wholeheartedly that this work delivers subtle yet profound mindset shifts that unleash the paradox of leadership – it all begins within. Once you claim the courage to look within, there's no going back!



SEENDY FOURON

Morgan Stanley

Seendy Fouron is an Executive Director in the Legal & Compliance Division in Morgan Stanley's New York office, where she advises private credit and venture capital funds managed by the firm's Investment Management Division. She also provides counsel to the firm's Real Asset and Private Credit and Equity funds on their hedging activities.

Seendy is currently the Co-Chair of Morgan Stanley's Legal and Compliance Division's Diversity and Inclusion Committee (LCDDIC). LCDDIC recommends and supports initiatives that help to recruit, retain and promote diverse professionals at the firm and in the broader legal and compliance profession. The Committee currently has over 300 members and oversees 7 sub-committees. In 2017, Seendy was awarded the Chambers Future Leader – Gender Diversity Award for her efforts in implementing strategies for advancing diversity and inclusion in the legal community.

In addition to her role as a Co-Chair of LCDDIC, Seendy also enjoys mentoring young adults and professionals. She and her mentee were named NYC's Mentoring Program's 2016 Mentor-Mentee of the Year by the Chancellor of the NYC Department of Education. Seendy was also a founding member of LEAD, an award-winning mentoring program that pairs in-house lawyers with diverse junior law firm associates.

Prior to joining Morgan Stanley in 2010, Seendy worked as a structured finance lawyer at Ambac Financial Inc., Credit Suisse and Mayer Brown. Seendy has a BSFS from Georgetown University's School of Foreign Service and a JD from the Georgetown University Law Center. Seendy is admitted to the New York State Bar.



CARLA A. HARRIS

Morgan Stanley

Carla Harris is a Vice Chairman, Managing Director and Senior Client Advisor at Morgan Stanley. She is responsible for increasing client connectivity and penetration to enhance revenue generation across the firm. She formerly headed the Emerging Manager Platform, the equity capital markets effort for the consumer and retail industries and was responsible for Equity Private Placements. In her 30 year career, Ms. Harris has had extensive industry experiences in the technology, media, retail, telecommunications, transportation, industrial,

and healthcare sectors. In August 2013, Carla Harris was appointed by President Barack Obama to chair the National Women's Business Council.

For more than a decade, Ms. Harris was a senior member of the equity syndicate desk and executed such transactions as initial public offerings for UPS, Martha Stewart Living Omnimedia, Ariba, Redback, the General Motors sub-IPO of Delphi Automotive, and the \$3.2 Billion common stock transaction for Immunex Corporation, one of the largest biotechnology common stock transactions in U.S. history. Ms. Harris was named to Fortune Magazine's list of "The 50 Most Powerful Black Executives in Corporate America", Fortune's Most Influential List, U. S. Bankers Top 25 Most Powerful Women in Finance (2009, 2010, 2011), Black Enterprise's Top 75 Most Powerful Women in Business (2017), and "Top 75 African Americans on Wall Street", and to Essence Magazine's list of "The 50 Women Who are Shaping the World", Ebony's list of the Power 100 and "15 Corporate Women at the Top" and was named "Woman of the Year 2004" by the Harvard Black Men's Forum and in 2011 by the Yale Black Men's Forum.

Prior to joining Morgan Stanley, Carla received an MBA, *Second Year Honors* from Harvard Business School and an AB in economics from Harvard University, *Magna Cum Laude*. Carla has also received Honorary Doctorates of Laws, Humanities and Business from Marymount Manhattan College, Bloomfield College, Jacksonville University, Simmons College, the College of New Rochelle, St. Thomas Aquinas College and Fisk University, respectively. Carla Harris is actively involved in her community and heartily believes that "we are blessed so that we can be a blessing to someone else."

She is the past Chair of the Board of the Morgan Stanley Foundation and of The Executive Leadership Council, and sits on the boards of Sponsors for Educational Opportunity (SEO), A Better Chance, Inc, and St. Vincent's Hospitals, and is an active member of the St. Charles Gospelites of the St. Charles Borromeo Catholic Church and the Mark Howell Singers. She is a member of the board of overseers of Harvard University and of the board of directors of the Walmart Corporation. Ms. Harris was co-chair of the National Social Action Commission of Delta Sigma Theta Sorority, Incorporated. She has been named to the New Jersey Hall of Fame (2015) and has received the Bert King Award from the Harvard Business School African American Alumni Association, the 2005 Women's Professional Achievement Award from Harvard University, the Pierre Toussaint Medallion from the Office of Black Ministry of the Archdiocese of New York, the Women of Power Award given by the National Urban League, the Women of Influence Award from The Links, Incorporated and many other awards. In her other life, Carla is a singer, and has released her third gospel CD "Unceasing Praise" (2011), her second CD, a gospel album titled, "Joy Is Waiting", was featured on BET Nightly News while her first CD entitled, "Carla's First Christmas", was a bestseller on Amazon.com in New York and in record stores, and was featured on the CBS Evening News with Dan Rather in his "American Dream" segment. She has performed 5 sold out concerts at Carnegie Hall. Carla is also the author of the books, *Strategize to Win* (2014) and of *Expect to Win* (2009) (Hudson Press).



SIMONE HICKS

Debevoise & Plimpton LLP



Simone S. Hicks is a tax associate and a member of the firm's Employee Benefits & Executive Compensation Group. Ms. Hicks joined Debevoise in 2012.

Ms. Hicks received a J.D. *cum laude* from Hofstra School of Law in 2012, where she was the Managing Editor of Staff of the *Hofstra Law Review*. She received a B.A. from the State University of New York at Buffalo in 2007.



MICHELE HIRSHMAN

Paul Weiss Rifkind Wharton & Garrison LLP

A partner in the Litigation Department, Michele Hirshman focuses her practice on white collar defense and regulatory enforcement matters and internal investigations.

Michele regularly advises pharmaceutical manufacturers, financial institutions, marketing companies, political organizations and public and private company executives in high-profile, high-stakes federal and state criminal and civil regulatory investigations. She has represented public and privately held companies and individuals before the U.S. Department of Justice, United States Attorneys' offices, the U.S. Securities & Exchange Commission, the New York and Massachusetts Attorneys General, the New York State Department of Financial Services and other federal, state and local law enforcement and regulatory authorities.

Michele has significant jury trial and appellate court experience, and she regularly speaks at conferences and on panels advising other practitioners in the field. She also works on a broad range of criminal and civil pro bono cases with young lawyers at the firm, and has served as member of the Boards of Directors of The Legal Aid Society and the City Bar Justice Center.

Prior to joining Paul, Weiss, Michele served for eight years as First Deputy Attorney General for the State of New York and for eleven years as a federal prosecutor in the United States Attorney's Office for the Southern District of New York, where she was the Deputy Chief Appellate Attorney and Chief of the General Crimes and Public Corruption Units.

Michele received the John Marshall Award for Outstanding Legal Achievement from the U.S. Department of Justice. She is recognized in *Chambers USA* as a leading lawyer for Litigation: White-Collar Crime & Government

Investigations; in *Legal 500* for White-Collar Criminal Defense; in *The Best Lawyers in America* for Criminal Defense: White-Collar; and in *Benchmark Litigation* as a Local Litigation Star for New York. *Benchmark* has consistently named her to its *Top 250 Women in Litigation* guide.

Michele was articles editor of the *Yale Law Journal*.



MARTIN JACKSON

Sidley Austin LLP

Martin Jackson is a partner in the International Arbitration and Litigation groups in Sidley Austin LLP's New York office. Martin's arbitration and litigation practice focuses on disputes involving international business and financial transactions, joint ventures, mining, oil and gas, derivatives, securities trading and cross-border insolvencies. He acts as counsel in disputes under all of the major international arbitration rules and clients have entrusted him with "bet-the-company" cases. He speaks Spanish fluently and represents Latin American clients in international arbitrations and in legal proceedings in the United States. Martin serves as the New York office chair for Sidley's Diversity and Inclusion Committee and was selected as one of The Best LGBT Lawyers Under 40—Class of 2013 by the National LGBT Bar Association. He was also recognized as a "Future Star" in *Benchmark Litigation for 2017*. Martin maintains an active pro bono practice, including representation of victims of domestic violence in family law matters.



AMIN KASSAM

Bloomberg L.P.

Amin Kassam is Senior Counsel and Chief of Staff of the Legal and Compliance Department at Bloomberg L.P. Along with litigating and advising on complex legal issues involving technology, intellectual property, and new media, Amin oversees a team that helps to run the operations of the Department globally along with the Department's diversity and inclusion initiatives. He recently completed his term as the global co-lead for Bloomberg's LGBT & Ally Community (BProud) and currently serves on the Company's Diversity Council.

A graduate of Columbia Law School, Amin began his career clerking for the Honorable Judge Emilio M. Garza of the U.S. Court of Appeals for the Fifth Circuit and the Honorable Chief Judge Hector M. Laffitte of the U.S. District

Court for the District of Puerto Rico. Prior to joining Bloomberg, Amin practiced at the law firms of WilmerHale, Patterson Belknap Webb & Tyler, and DeVore & DeMarco.

Amin currently serves on the Board of Directors and Executive Committee for the New York Civil Liberties Union, the Leadership Council for Out Leadership, and the Board of Directors for the Muslim Bar Association.



NATALIE LAMARQUE

New York Life Insurance Co

Natalie Lamarque is a Vice President in the Corporate Compliance Department of New York Life Insurance Company, reporting to the Chief Compliance Officer. She is responsible for supervising over 60 compliance professionals in the areas of Sales Practice monitoring and data analytics, Customer Complaints, Business Conduct and Ethics, Conflicts of Interest, Cybersecurity, Anti-Money Laundering, Sanctions Screening, Regulatory Reporting, Broker/Dealer, Retail Investment Advisor, as well as several key strategic businesses for the company.

Ms. Lamarque joined New York Life Insurance Company in 2014 as an Associate General Counsel in the Litigation Group. She also served as Chief of Staff to the General Counsel, Sheila Davidson, spearheading legal programs related to cybersecurity, social media, global anti-corruption and AML, fraud prevention, internal investigations, and corporate governance.

Prior to joining New York Life Insurance Company, Ms. Lamarque served as an Assistant United States Attorney in the Southern District of New York, where she prosecuted an array of federal crimes, including racketeering, insurance fraud, money laundering, bank fraud, credit card fraud and identity theft. Prior to her role as an AUSA, she was an Associate in the Litigation Department of Debevoise & Plimpton LLP where she focused on white collar defense, anti-corruption and international Foreign Corrupt Practice Act investigations.

Ms. Lamarque began her legal career as a law clerk to the Honorable Ann Claire Williams, United States Court of Appeals for the Seventh Circuit, in Chicago, Illinois and to the Honorable Malcolm Howard, United States District Court for the Eastern District of North Carolina.

Ms. Lamarque received her J.D. *magna cum laude* from Duke University School of Law and her B.A. *cum laude* from Duke University. Ms. Lamarque is on the Board of Directors for the Legal Aid Society of New York, a private, not-for-profit legal services organization, the oldest and largest in the nation, providing quality legal representation to low-income New Yorkers. She also serves on the Board of Directors of City Year New York, a not-for-profit focused on reducing dropout rates in America's most challenged public schools. She was recognized as a Top Woman in the Law for 2016 by the New York Law Journal. Natalie is proficient in French and Haitian Kreyol and enjoys mentoring, drawing, and spending time with her Husband and two sons.



JOHN MBITI

Credit Suisse Asset Management, LLC

John Mbiti is a director and counsel at Credit Suisse Asset Management, LLC. Mr. Mbiti is responsible for managing legal coverage of the US managed liquid funds including credit, commodities, securitized products and liquid alternative investments. The investment vehicles covered included CLOs, mutual funds, commingled private funds and separately managed accounts.

He advises Credit Suisse Asset Management on regulatory developments such as securities regulations, derivatives regulations under Dodd Frank and EMIR, banking regulations such as the Volcker Rule, commodities regulations such as rules relating to commodity pool operators and the delineation between derivatives transactions regulated by the CFTC and those regulated by the SEC.

Prior to his employment at Credit Suisse, he was an executive director at UBS Securities, LLC in New York. He has a bachelor of law degree from the London School of Economics and a master of law degree from New York University School of law and is admitted to practice law in New York and England.

He has been recognized for his leadership abilities and in 2015, was shortlisted by Chambers and Partners for their In-House Minority Lawyer of the Year Award and in 2016, LEAD (Lawyers for Empowerment and the Advancement of Diversity) the umbrella organization which he founded, won the Financial Times/Interlaw Apollo Architect of Meritocracy Award. He was also nominated and confirmed as a Fellow of the American Bar Foundation in 2017.



MARIA D. MELENDEZ

Sidley Austin LLP

Maria Melendez focuses her practice primarily on commercial litigation representing U.S. and non-U.S. clients in state and federal courts throughout the U.S. and in domestic and international arbitration matters. She litigates cases and handles arbitration proceedings involving allegations of fraud, breach of contract, breach of fiduciary duty, and other business torts. Her litigation experience includes defending public companies, investment banks, broker-dealers, directors and officers, and corporate issuers in actions arising under the federal securities laws and pharmaceutical companies in products liability cases. Her practice also includes representing entities and individuals in investigations conducted by regulators, including the U.S. Securities & Exchange Commission.



TIFFANY MERIWEATHER

CBS Corporation

Tiffany N. Meriweather is assistant general counsel at CBS Corporation, where her practice focuses on high-value commercial transactions with television and radio affiliates and online content distributors. Prior to CBS, she was a corporate attorney at Skadden, Arps, Slate, Meagher & Flom LLP, where she represented clients in a variety of industries, including financial services, healthcare, insurance, technology, energy, commodities, sports, retail and media, in connection with complex corporate transactions and provided general corporate advice. In addition, Tiffany served as the Chair of the firm's African-American/African Affinity Group Steering Committee and participated in the firm's recruitment and diversity efforts. Tiffany has extensive pro bono experience, and has successfully represented clients in the formation of not-for-profit organizations, tax-exemption applications, social security disability claims, child support disputes and child custody matters.

Since 2006 Tiffany has been actively involved with a number of not-for-profit organizations, including Legal Outreach, where she has served the organization in various capacities such as a Summer Law Institute Instructor, recruiter, debate coach and mentor, and America Needs You, an organization focused on closing the opportunity gap for first-generation and low-income college students, as co-chair of the Young Leadership Board, a mentor and volunteer. She currently serves as Chairperson of the Board of Directors of Practicing Attorneys for Law Students, Inc., a 30+ year-old organization that focuses on mentoring, career guidance, professional and skill development and providing networking opportunities to law students and early career attorneys of color. She is also a member of the planning/development committee for the New York City Bar's "Associate Leadership Institute," and the New York City Bar's Committee to Enhance Diversity in the Profession. Tiffany is a trained mediator, and has mediated cases in New York Civil Court, public schools, and community centers. In addition, she mentors high school, college and law students in her free time, enjoys public speaking (including as a speaker at Soledad O'Brien's PowHERful Foundation conference), leads the young adult ministry at The Abyssinian Baptist Church in the City of New York and is a lifetime Girl Scout.

Tiffany received a Bachelor of Arts degree with a double major in Psychology and Political Science from Emory University in 2005 and a Juris Doctor from Columbia Law School in 2008. She is a proud native of Atlanta, Georgia and currently resides in Harlem, New York.



MATTHEW MORNINGSTAR

Morgan Stanley

Matthew E. Morningstar is an Executive Director and Counsel in Morgan Stanley's US Litigation Department, where he is responsible for managing complex litigation and regulatory enforcement matters across the Firm. Prior to joining Morgan Stanley in 2005, Matthew was an Associate in the Litigation Department in the New York office of Mayer Brown.

Matthew is the co-chair of the Morgan Stanley Legal and Compliance Division Diversity and Inclusion Committee, a 300+ person member-led committee that seeks to not only hire and promote diverse talent at the Firm but also increase diversity throughout the profession. The committee is comprised of seven sub-committees and reports to the COO of the Division.

Matthew is a former member of the Board of Directors of the National Association of Minority and Women Owned Lawyers (NAMWOLF), and the immediate past co-chair of NAMWOLF's Advisory Council, the corporate counsel advisory board. Matthew is the recipient of 2015 Outstanding Service Award from NAMWOLF.

Matthew was honored to receive the Global Counsel Award 2017 Litigation Individual of the Year. The award, sponsored by Lexology in connection with the Association of Corporate Counsel, recognizes outstanding in-house counsel for their contribution to their field.

Matthew was honored to receive the 2013 National LGBT Bar Association Out & Proud Corporate Counsel Award in New York. Matthew was commended for his commitment to diversity in the profession, particularly his visibility as an out senior lawyer and his work concerning expanded use of minority and women-owned law firms.

Matthew also served as Vice-Chair of the Gay Men's Health Crisis (GMHC) Board of Directors, where he was also Co-Chair of the Governance Committee, and past Co-chair of the New York Democratic Lawyers Council, New York's only year-round voting rights and election protection organization. Matthew was honored to serve on the Democratic National Committee's Platform Committee in 2008, which called for a fully-inclusive non-discrimination act as well as an end to the discriminatory Don't Ask Don't Tell policy.

A native son of Emmitsburg, Maryland, Matthew is a 1997 graduate of Columbia, and a 2001 graduate of Cornell Law School, where he served as Chancellor of the Moot Court Board.

Matthew and his partner Alan van Capelle reside on Manhattan's Lower East Side with their six year old son, Ethan George, and three year old son, Patrick Leo.



YANERIS ROSA

Honeywell

Yaneris M. Rosa is the Assistant General Counsel of Honeywell HOMES, a division of Honeywell International Inc. Prior to joining Honeywell, Yaneris was the Associate General Counsel of Planet Payment, Inc., a New York based start-up where Yaneris worked on a variety of transactions, including the company's IPO and listing on the NASDAQ. Yaneris started her career as a Corporate Associate at Simpson Thacher and Bartlett LLP, where she was a member of the Advisory Council to the firm's Diversity Committee and managed pro bono matters. Since the inception of her legal career, Yaneris has been committed to diversity and inclusion and is leading the way in advocating for a diverse workforce. Yaneris is a member of Honeywell's Legal and Government Relations Diversity and Inclusion Council responsible for the diversity initiatives of the legal department. She is also a member of a cross functional Home and Buildings Technologies Diversity Council responsible for diversity initiatives of the business. In 2015, Yaneris was selected to represent Honeywell as a Fellow of the Leadership Council on Legal Diversity (LCLD), a national organization working to build a more open and diverse legal profession.

Yaneris is very passionate about education initiatives, especially those that provide opportunities for minority children and those from underprivileged backgrounds. Yaneris mentors high school, college and law students and serves on the Board of the Harvard Law School Black Alumni Network. She is an active member of Jack and Jill of America- Suffolk County Chapter and is an active member of the Community Service and Fundraising committees. She serves on the Congressional Hispanic Caucus Institute (CHCI) Alumni Association Trustee Council. She also serves on the Board of the Council on Legal Education Opportunity (CLEO), which is committed to diversifying the legal profession by expanding legal education opportunities to minority, low-income and disadvantaged groups. Yaneris serves on the Advisory Board of the Mariposa DR Foundation, an organization in her native Dominican Republic that aims to eradicate extreme poverty and achieve universal primary education.

Yaneris was born in Dominican Republic and moved to Freeport, New York at the age of 10. Yaneris and her mother left their native Dominican Republic seeking a better life but the transition to America was not easy, as they adjusted to a new culture, language, and way of life. Yaneris went on to receive her Bachelor of Science in Policy Analysis and Management, with concentrations in Latino Studies and African Diaspora Studies, from Cornell University and her Juris Doctor from Harvard Law School.

During her career, Yaneris has received a host of awards for her professional accomplishments and community service. Over the course of the last three years, Yaneris received the Minority Corporate Counsel Association Rising Star Award (October 2017) and the Chambers and Partners Future Leader in Gender Diversity Award (June 2016), which celebrate achievements of trailblazers who have brought dramatic improvements to the legal profession. Yaneris also received various awards at Honeywell including: Bravo Gold Award (June 2016) for providing excellent support to the Sale and Marketing team; Bravo Gold Award (November 2016) for leading the cross functional implementation of DocuSign and 5 STAR Award in recognition of outstanding efforts to build a 5 STAR culture and deliver a 5 STAR experience to Honeywell's customers. Yaneris understands that a diverse

culture provides a competitive advantage that enables Honeywell's global teams to generate new and better ideas faster and to more effectively collaborate and innovate.



N. NATE SAINT-VICTOR

Morgan Stanley

Nate is an Executive Director at Morgan Stanley where he provides legal advice on the securities laws, with a focus on prime brokerage, securities lending and fund administration. Previously, Nate provided legal advice to the Wealth Management division on broker-dealer and investment advisory issues with a focus on research, development and distribution of alternative investments. Nate started his legal career in the Investment Management Group at Davis Polk. Nate has previously served on the SIFMA Alternative Investments Roundtable, Investment Adviser/Broker-Dealer Task Force, and Investment Advisory Committee as well as the Certified Financial Planner (CFP) Board Business Model Working Group. Nate regularly speaks on issues related to securities laws, [diversity](#) and [inclusion](#) and professional development.

Nate mobilizes resources for innovation and change within the legal profession through his leadership positions with a number of organizations, including the Alliance of Securities and Financial Educators (ASAFE), the Council of Urban Professionals (CUP), Legal Outreach, the National Association of Minority and Women Owned Law Firms (NAMWOLF), and the NYC Bar Association, where he sits on the Executive Committee.

Nate is a former Chair of the Morgan Stanley Legal and Compliance Division Diversity & Inclusion Committee, a 2017 Metropolitan Black Bar Association "[Trailblazer of the Year](#)," a [2015 CUP Catalyst Change Agent in Law](#), a 2015 National Bar Association "[40 Under 40](#)" and a 2009 CUP Fellow. Nate also enjoys mentoring through the LEAD program, PALS and Legal Outreach and was recognized by Legal Outreach as an "Elder of the Village," the organization's highest honor. Nate is a proud member of the Metropolitan Black Bar Association and the National Bar Association.

Nate co-authored the "Power of Partnering" article, summarized [here](#) and available at [the NAMWOLF website](#), describing best practices for majority and minority- or women-owned law firms to co-partner on client matters.

Nate graduated from Duke University, where he co-founded the Duke Business and Investment Clubs, and Georgetown Law, where he served on the Journal for Gender and the Law, the award-winning Frederick Douglass Moot Court team and as President of the Black Law Student Association.

Nate lives in Lower Merion, Pennsylvania with his wife, Christina, and their three year-old heart, Regina Claire, aka "Baby Pi".

And, Nate is the best Spades player that you will ever meet. As the four-time, undefeated Champion since the creation of the competition, he looks forward to defending his title again at the 2018 MBBA Golf and Spades Tournament. If you don't know, you better ask somebody.



MICHELLE SILVERMAN

Morgan, Lewis & Bockius LLP

Michelle is the head of Morgan Lewis' Employment Counseling Taskforce, working regularly with employers to proactively develop effective and compliant anti-harassment programs, diversity and inclusion initiatives, disability accommodation processes, and leave management programs.

Michelle provides clients with day-to-day counseling regarding employee complaints, performance management, and leaves of absence/disability accommodations. She also works closely with employers to design and implement practical and compliant employment policies, with a particular focus on helping employers build the infrastructure necessary to successfully manage employee leave and sick time and disability accommodations. Michelle also provides advice on workplace diversity and inclusion, including corporate diversity best practices.

Michelle provides training to employers on the Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), and performance management. She frequently participates in seminars about these topics, as well as gender stereotyping and LGBT employee issues. Michelle also performs internal audits and investigations relating to leave management, harassment, and discrimination.

In addition, Michelle represents employers in the arbitration of union grievances, and has experience defending clients before the National Labor Relations Board.

In 2016, Michelle was selected by the *New Jersey Law Journal* as one of the Top 25 Women Lawyers in New Jersey. She is a member of the firm's nationwide Diversity Committee and the ML Women Steering Committee. While a student at Penn Law, Michelle was a founding member of the LGBT Clinic for Civil Rights. Prior to joining Morgan Lewis, Michelle practiced with another large international firm, where she focused on complex class action and multidistrict litigation. She has served as an adjunct professor at the University of Pennsylvania Law School.



ROSSIE E. TURMAN III

Skadden, Arps, Slate, Meagher & Flom LLP

Mr. Turman primarily advises clients in connection with syndicated loans, out-of-court and Chapter 11 reorganizations, acquisition financings, leveraged buyouts, bridge loans, asset-backed loans, subscription facilities, receivables facilities, project financings, and other types of complex and traditional transactions. Also, Mr. Turman is providing leadership in the firm's efforts to expand its capacity to service clients engaged in cross-border transactions involving the African continent.

His work with corporate clients has included representations of Aflac, El Pollo Loco, Norfolk Southern Corp., Pfizer and Spectra Energy. Institutional clients have included BlackRock, Credit Suisse and Wells Fargo. Additionally, Mr. Turman has been involved in a number of reorganizations and restructurings. His work in Africa includes advising public and private entities, governments, parastatals, NGO's and individual investors. He has been involved in transactions in the retail, infrastructure, energy, oil and gas, mining, agribusiness, technology and banking spaces. Mr. Turman also has actively supported several charities on the African continent for over two decades.

Mr. Turman serves on the board of the United Way of New York City. He is a trustee for Lawyers Committee for Civil Rights. Mr. Turman has provided *pro bono* services for economic development activities. In 2013, he was named "Private Practitioner of the Year" by the Metropolitan Black Bar Association of New York City. In 2015, he was listed in *Savoy Magazine* as one of the "Most Influential Black Lawyers" in the United States. Mr. Turman remains very active in training and mentoring associates in the firm and attorneys of color across the legal profession.

EXECUTIVE COACHES



ADELE LEMLEK

Greiner Consulting



With almost 30 years of experience in the New York legal community, Adele Lemlek brings a unique perspective to Greiner Consulting, where she provides career counseling to attorneys, primarily at the senior level. She has a deep knowledge of the legal market and broad experience in developing initiatives focused on career planning, skill development, and professional transitions. Prior to joining Greiner Consulting Group, she consulted with Am Law 100 & 200 firms after serving as director of marketing for The NYC Bar where she re-branded and positioned the organization to meet the increasingly complex needs of a sophisticated 21st century professional association. Earlier, she held senior marketing roles in publishing, finance, and the legal services industry. Adele launched her career as a tax litigator in New York City, after receiving a J.D. from Boston University School of Law, and completed her law career as a Partner in a New York City tax firm.



INDIA MARTIN

Leadership for Life



India Martin is a 25 year veteran of financial services and career expatriate who has held a number of global C-Suite roles in North America, Europe and Asia. In her final role at JPMorgan, India was Managing Director & Global Chief Operating Officer for Investment Banking Technology and Operations based in London which included multi-billion dollar budgetary management for 15,000 staff in more than 40 global locations.

India is a member of Forbes Coaches Council. She is a globally recognized leadership expert. Formerly an adjunct professor of Corporate Education at Temple University in Japan, India is also a facilitator and leadership trainer. India is a regular keynote and panel speaker at business conferences around the world.

During her 20 year European tenure, India was named one of the 50 top businesswomen in Europe, Top 100 Black executives in the UK and 30 Most Inspirational Women in Business. She is President Emeritus of City Women's Network, for which she developed and spearheaded the "Corporate Board Readiness Program" to promote gender parity on corporate boards. She has been featured on Bloomberg TV, The BBC and NBC. She is a current panel contributor on TVOne News Now (US) and has been featured in Forbes, Marketing Week, The Financial Times, Computer Weekly, Harpers Bazaar and Elle.

India is a published writer, speaks fluent French and functional Japanese. She is married with 3 children and resides between London and Washington D.C. India attended Spelman College and London Business School.



JOEY SILBERFEIN

Naomi Beard & Associates



Joey Silberfein is a Senior Consultant & Client Relations East Coast for Naomi Beard & Associates. Naomi Beard & Associates provides executive coaching, outplacement and talent development consulting to attorneys and law firm executives. Joey has been in the legal profession for over to 20 years, including 13 years at large New York City law firms.

She launched her career at Proskauer Rose LLP, where she was a practicing attorney in the litigation department, ultimately serving as its Legal Director. Her responsibilities also included leading initiatives for Proskauer associates in professional development, recruitment, diversity, and associate affairs.

Joey's entire legal career has been steeped in counseling and coaching attorneys in all aspects of career success. A salute to her career-guidance expertise was her appointment as chair of the New York State Bar Association's Work/Life Balance Subcommittee as part of the organization's Task Force on the Future of the Legal Profession. She has served on numerous other New York Bar committees, including the Lawyers In Transition Committee.

Joey specializes in career strategy issues including: career development and advancement counseling; career options beyond the legal field; job search strategies; résumé and interview preparation; personal and professional goal assessments; people management skills

Also a job search specialist, Joey has served as a moderator and panelist for the bar association programs, including The Effective Job Search and Using Social Media in a Job Transition. In addition, she is an expert in counseling professional women devoted to both career and family.

A pivotal juncture in Joey's emphasis on career counseling to attorneys was her appointment as Career Guidance Manager with Ropes & Gray LLP, where she provided coaching and guidance to the firm's associates, including personalized career development and advancement counseling. She also created and implemented attorney development and CLE training programs for the litigation and bankruptcy departments of Paul Weiss Rifkind Wharton and Garrison LLP in her role as Professional Development Manager.

Joey earned her J.D. from the University of Pennsylvania Law School and an undergraduate degree in political science from the University of Michigan. Joey lives in Westchester County, New York, with her husband, Scott, three daughters, and the family dog. Her personal interests are spending time with her family and volunteering in her community.



CARROLL WELCH

Carroll Welch Consulting, LLC



Carroll Welch is a career, executive and leadership coach and founder of Carroll Welch Consulting (www.carrollwelchconsulting.com) through which she supports professionals at all stages of career planning and development, including in goal setting; leadership development; outplacement; developing job search plans; transitioning back into the paid workforce; moving into new employment venues or areas of focus; resume drafting and revising; networking; and interview preparation. Earlier in her career, she was a practicing litigation and employment law attorney at two major law firms and serves as the Alumni Career Consultant at Fordham Law School. She is a member of the International Coach Federation, holds its Associate Certified Coach credential and is a Forbes Coaches Council member. She is a certified GetFive (formerly Five O’Clock Club) job search methodology coach and completed a certificate program in Executive and Organizational Coaching at New York University in 2013. She attended Johns Hopkins University for her undergraduate degree and the University of Virginia School of Law.

ALUMNI SPEAKERS & CLUSTER MENTORS



SHEILA R. ADAMS

Davis Polk & Wardwell LLP



Sheila R. Adams is a litigation associate at Davis Polk & Wardwell LLP. She represents clients in a diverse range of complex civil and criminal matters in federal and state court, including antitrust and competition litigation, commercial disputes, securities litigation, bankruptcy litigation, and government investigations. She also devotes substantial time to representing individuals on a pro bono basis, including several military Veterans seeking disability benefits and a client who was granted clemency by President Barack Obama in January 2017. Sheila has been recognized for her pro bono work with the Brooklyn Bar Association's *Champion of Justice Award* and Davis Polk's Pro Bono Award.

Prior to joining Davis Polk in 2013, Sheila served as a law clerk to the Honorable Raymond A. Jackson of the United States District Court for the Eastern District of Virginia from 2011 to 2012, and the Honorable Carl E. Stewart, Chief Judge of the United States Court of Appeals for the Fifth Circuit from 2012 to 2013. In 2011, she received her law degree from Columbia University School of Law, where she was the inaugural Editor-in-Chief of the *Columbia Journal of Race & Law*. Sheila participated in the 2017 inaugural Associate Leadership Institute.



DAI WAI CHEN FEMAN

Dorsey & Whitney LLP

Dai Wai Chin Feman is a litigation partner at Dorsey & Whitney. He advises and represents clients with respect to diverse commercial issues and disputes, ranging from contracts, to intellectual property, to antitrust. Also experienced in transactional matters, Dai Wai has represented purchasers and sellers in mergers and acquisitions, as well as various parties in commercial agreements.

Prior to joining Dorsey, Dai Wai was associated with Satterlee Stephens and interned for the Antitrust Bureau of the New York State Attorney General. He received his B.A. from Georgetown University and his J.D. from New York University School of Law.

Outside of work, Dai Wai is active in the Asian American Bar Association of New York. He is the current Secretary and was previously a Co-Chair of the Litigation Committee. Dai Wai was an Associate Leadership Institute Fellow in 2017.



FRANCK CHINTOYA

Paul, Weiss, Rifkind, Wharton & Garrison LLP

An Associate in the Corporate Department and a member of the Finance Practice, Franck Chintoya represents domestic and international clients, including sponsors and their portfolio companies, in a wide range of borrowing and other financing transactions.

Franck has experience representing clients in leveraged financing transactions, including acquisitions, recapitalizations, refinancings and structured financings. In his practice, Franck has handled asset-based, first-lien, second-lien, margin loan and bridge financing transactions ranging from several millions to several hundred millions of dollars.

Franck is a graduate of Columbia Law School (JD '11) and a former SEO Corporate Law Intern ('08). Prior to joining Paul Weiss, Franck was Corporate Counsel in the legal department of a leading manufacturer of aircraft cabin interior products. He started his legal practice as an associate at the New York office of another leading international law firm, where he was a member of the M&A and Debt Finance practices.



CYNTHIA FERNANDEZ LUMERMANN

Wachtell Lipton Rosen & Katz

Cynthia Fernandez Lumermann has been an associate in the Wachtell, Lipton, Rosen & Katz Litigation Department since December 2013. Cynthia received an A.B. *cum laude* from Harvard College in 2004. She completed a J.D. *magna cum laude* from New York University School of Law in 2011 where she was a member of the Order of the Coif and the Developments Editor of the *New York University Journal of International Law and Politics*. She was also a recipient of the Maurice Goodman Memorial Prize for outstanding scholarship and character. Following law school, she served as a law clerk to the Honorable Kenneth M. Karas of the United States District Court for the Southern District of New York and the Honorable Joseph A. Greenaway of the United States Court of Appeals for the Third Circuit.

From July 2016 to November 2016, Cynthia took a leave of absence from Wachtell to join Hillary for America as a vetting specialist. She is admitted to practice in the State of New York, the United States District Courts for the Southern and Eastern Districts of New York and the United States Court of Appeals for the Third Circuit.



NIRUPAMA HEGDE

NBCUniversal



Nirupama S. Hegde is Counsel, Employment Law at NBCUniversal Media, where she represents the Company in a wide range of employment matters, including compensation disputes, discrimination claims, and employment counseling. Previously, she was an associate in the Labor & Employment Practice Group of Davis & Gilbert, where she worked on both individual litigations and class action lawsuits before federal and state trial courts, administrative agencies, Financial Industry Regulatory Authority, and the American Arbitration Association. Prior to joining Davis & Gilbert, Ms. Hegde was a labor & employment associate at Morgan Lewis & Bockius.



DAVID MITCHELL

Hogan Lovells US LLP



David is a labor and employment senior associate at Hogan Lovells in the New York office. In his role, David provides practical advice to corporate and management clients on labor and employment issues. He counsels companies on a variety of matters, including employment and consulting contracts, personnel policies, reductions in force, and wage and hour issues. David also assists in the successful representation of corporations in actions before federal and state courts and administrative agencies. He regularly advises management on the labor and employment aspects of both domestic and cross-border mergers and acquisitions.

David maintains an active Pro Bono practice, including experience representing juvenile asylum applicants, as well as assisting in the representation of a death row defendant seeking post-conviction review.

David is a 2017 New York City Bar Associate Leadership Institute Fellow. He currently serves on the Board of Directors for SCAN (Supportive Children's Advocacy Network) NY, a non-profit organization based in East Harlem and the South Bronx, and on the New York City Bar Association's Labor and Employment Law Committee. David is the editor of the Hogan Lovells Employment Blog: All In A Day's Work and a member of 1844.

David earned his undergraduate degree in politics at New York University and his law degree from Vanderbilt Law School. While in law school, David served as President of the Vanderbilt chapter of the Black Law Students Association.

ALUMNI MENTORS



Sheila R. Adams [in](#)



Jonathan Barbee



Ralph Carter [in](#)



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Special thanks to the 2018 Associate Leadership Institute Volunteers who contributed their time to ensure smooth programming:

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