

Professional Development

2023

Workshop Series

Strategies for Challenging Negotiations

Thursday, January 12, 2023 | 9:00 am - 10:45 am

Leading Change in Uncertain Times

Friday, February 10, 2023 | 9:00 am - 10:45 am

Back to the Office: Ethical & Cybersecurity Challenges in a Brave New World

Thursday March 2, 2023 | 6:00 pm – 8:30 pm

Tools for Difficult Conversations in the Legal Workplace

Tuesday, March 21, 2023 | 9:00 am - 10:45 am

Becoming an Ally to All: Belonging in the Legal Profession

Wednesday, April 19, 2023 | 9:00 am - 10:45 am

Foundations for Flourishing: Leveraging the Science of Positive Psychology to Find Greater Success and Satisfaction in Your Law Practice

Thursday, May 18, 2023 | 9:00 am - 10:45 am

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As of December 12, 2022

Strategies for Challenging Negotiations

THURSDAY, JANUARY 12, 2023 | 9:00 AM - 10:45 AM

NY CLE Credit: 2.0 Skills

Many lawyers have mastered strategies for everyday negotiations – but what about when we face an especially challenging situation? Alex breaks down different kinds of challenging negotiations, including:

- Procedural challenges (multiple parties, opaque decision-making processes)
- Strategic challenges (aggressive/competitive tactics)
- Personality challenges (personal insults/belittling, threats, overt sexism)

For each of these situations, Alex will give strategies to help New York City Bar members (and all lawyers!) break barriers and succeed in reaching their goals.

S P E A K E R :



Alexandra Carter
Clinical Professor of Law;
Director, Mediation Program,
Columbia Law School
Mediation Clinic

Alexandra Carter is a Clinical Professor of Law and the Director of the Mediation Clinic at Columbia Law School. Professor Carter is a leading trainer on negotiation and mediation for many from the private and public sectors, including the United Nations, U.S. courts and federal agencies; Fortune 500 companies and law firms. She serves on the New York State Alternative Dispute Resolution Advisory Committee commissioned by Chief Judge Janet DiFiore, and is an admitted mediator for the Southern District of New York. In 2019, Professor Carter was awarded the Columbia University Presidential Award for Outstanding Teaching, Columbia University's highest teaching honor. Professor Carter is the author of **Ask for More: 10 Questions to Negotiate Anything**, published by Simon & Schuster on May 5, 2020, and which became an instant Wall Street Journal Business bestseller – the first negotiation book solo-authored by a woman to make that list.

Leading Change in Uncertain Times

FRIDAY, FEBRUARY 10, 2023 | 9:00 AM - 10:45 AM

NY CLE Credit: 2.0 Law Practice Management

The global legal profession is facing an unprecedented amount of change and is under tremendous pressure from all sides, including a global health crisis, renewed calls for social and racial justice, and war and economic and political instability. In this session, Professor Westfahl will outline key principles of the Adaptive Leadership model developed by faculty at Harvard's Kennedy School of Government, exploring the difference between technical challenges and adaptive challenges and discussing strategies for making progress on the adaptive challenges that proliferate in uncertain times. He will also explore factors that drive creativity and innovation in organizations and offer suggestions for what law firms and legal departments can do to be able to thrive and develop new ways of working together and serving clients in a volatile world.

S P E A K E R :



Scott A. Westfahl

Professor of Practice at Harvard Law School and Director, Harvard Law School Executive Education

Scott Westfahl is a Professor of Practice at Harvard Law School and the Director of Harvard Law School Executive Education. Within the law school's J.D. curriculum, he teaches courses on leadership fundamentals, adaptive leadership and design thinking-based innovation. He oversees the law school's Executive Education leadership programs for law firm leaders, general counsel and other lawyer-leaders from all over the world (<https://execed.law.harvard.edu/>). Professor Westfahl also collaborates with HLS colleagues and other Harvard faculty to design and teach custom programs for law firms, law departments and other legal-related organizations. He focuses his Executive Education teaching and writing on leadership and teams, innovation, the motivation and development of professionals and organizational alignment from an innovation, talent development and diversity and inclusion perspective. He serves as a strategic advisor to the Leadership Council on Legal Diversity and is a Founding Advisor to the Purple Campaign to end workplace sexual harassment. Prior to joining the HLS faculty in 2013, Professor Westfahl practiced law for ten years with a large firm, led professional development for McKinsey & Company's Washington D.C. office for six years and then leveraged those experiences to build the professional development and training department of Goodwin Procter LLP. He graduated summa cum laude from Dartmouth College in 1985 and earned his J.D. from Harvard Law School in 1988.

Back to the Office: Ethical & Cybersecurity Challenges in a Brave New World

THURSDAY, MARCH 2, 2023 | 6:00 PM – 8:30 PM

NY CLE Credit: 2.5 Total: 1.5 Ethics & 1.0 Cybersecurity, Privacy and Data Protection-Ethics

As every lawyer knows, keeping up with our ethical responsibilities has become more and more complicated. There are concerns about client confidentiality and privilege; the unauthorized practice of law; advertising practices; competence and supervision in a world of hybrid working; client conflicts; and handling issues relating to marijuana. Perhaps most important of all, how do we make sure that we are exercising up-to-date hygiene with respect to cybersecurity and protecting our clients' as well as our own information? This program will attempt to shed light on these topics and more. Audience participation will be encouraged and welcome.

Sponsoring Association Committee: Professional Ethics | Tyler Maulsby, Chair

P R O G R A M C H A I R :



Janis M. Meyer
Of Counsel, Clyde & Co US LLP

Janis M. Meyer is a member of the Professional Practices Group at Clyde & Co US LLP, where she advises on professional responsibility, risk management, law firm structuring, and compliance issues. Janis speaks and writes frequently on issues relating to lawyers and law firms and is a Special Professor of Law at the Maurice A. Deane School of Law at Hofstra University, where she teaches Legal Ethics, and a Lecturer in Law at Columbia University School of Law, where she teaches Professional Responsibility. She is a past member of Law360's Legal Ethics Editorial Advisory Board, a past member of the New York City Bar Association Professional Discipline Committee, and a member of the New York City Bar Association Professional Ethics Committee. Janis was formerly a partner and the general counsel of Dewey & LeBoeuf LLP and served as a member of its wind-down committee.

Tools for Difficult Conversations in the Legal Workplace

TUESDAY, MARCH 21, 2023 | 9:00 AM - 10:45 AM

NY CLE Credit: 2.0 Law Practice Management

Attorneys often avoid difficult conversations in negotiations, and at work with our colleagues, clients, direct reports, and professional staff. Effective communication skills help us deal with conflict which ultimately leads to better outcomes both across the table in negotiation, but also in your own office. The stress and discomfort of difficult conversions can also impact attorney well being. This workshop will walk us through which conversations are particularly difficult for lawyers in the workplace and why. Afterward, participants will engage a framework tailored for lawyers that supports them in approaching high-stakes conversations without defensiveness. We'll also explore power imbalances in the workplace, and get a sense of how dynamics can impact our most critical conversations. Participants ultimately practice various tools and frameworks to help strategize how to navigate difficult conversations in the legal workplace.

In this training, they will understand:

- Which conversations are the most difficult, and the impact of avoiding for lawyers
- A framework for approaching difficult conversations to help plan and approach intentionally
- How different communication styles may inform your approach
- Using active listening to support the dialogue, including overcoming barriers (e.g., defensiveness)
- Understand the errors we make before a difficult conversation
- Express issues with an assertive style for maximum impact
- Understand the role of difficult conversations in building relationships throughout your practice

You will also have an opportunity to practice engaging in a difficult conversation in breakout rooms and gain insights from colleagues in attendance to help step into productive, effective, and courageous conversations as a lawyer.

S P E A K E R :



Rudhir Krishtel
CEO, Coach & Facilitator,
Krishtel

Rudhir Krishtel is an attorney and the founder and CEO of Krishtel LLC. Prior to becoming an executive coach and facilitator, Rudhir practiced law for 15 years as a Federal Clerk, Patent Litigation Partner at Fish & Richardson, and then as Senior Patent Counsel at Apple. Upon leaving his practice, he trained as a teacher for yoga and mindfulness meditation. He also tried as an executive coach and leadership instructor, and in DEI principles, to serve as a support for the legal community. Rudhir coaches lawyers and hosts seminars on career strategy, helping lawyers advance in their careers with clarity and fulfillment. He specializes in creating the space for having difficult conversations and growth at the intersection of Leadership, Well-Being and DEI issues. Through work with groups of individuals, Rudhir leads his team to help transform the legal workplace.

Becoming an Ally to All: Belonging in the Legal Profession

WEDNESDAY, APRIL 19, 2023 | 9:00 AM - 10:45 AM

NY CLE Credit: 2.0 Diversity, Inclusion and Elimination of Bias

This talk, which is also based on Kenji's forthcoming book, is about how to be a better ally, with a particular focus on the legal profession and community. This work was developed in conjunction with Microsoft, and is now mandatory global training for the organization. In the first part of the presentation, Kenji introduces the tool of the "empathy triangle" that looks at the questions each ally should ask of the three parties in an allyship situation (the ally herself, the affected person, and the source of non-inclusive behavior). Among these questions are: "Am I informed enough to act?" "Am I helping the affected party as she wishes to be helped?" and "Am I separating the sources behavior from her identity?" In the second part of the presentation, Kenji will walk through three case studies drawn from the practice of law that will allow individuals to see how these allyship principles could be applied to the legal profession.

S P E A K E R :



Kenji Yoshino

Chief Justice Earl Warren Professor of Constitutional Law and Director of Center for Diversity, Inclusion, and Belonging, NYU School of Law

Kenji Yoshino is the Chief Justice Earl Warren Professor of Constitutional Law at NYU School of Law and the Director of the Center for Diversity, Inclusion and Belonging. A graduate of Harvard (AB summa cum laude), Oxford (MSc as a Rhodes Scholar) and Yale (JD), he specializes in constitutional law, antidiscrimination law, and law and literature. He received tenure at Yale Law School, where he served as Deputy Dean before moving to NYU. Yoshino has published in major academic journals, including the *Harvard Law Review*, *the Stanford Law Review*, and *the Yale Law Journal*. He has also written for more popular forums, including the *Los Angeles Times*, *the New York Times*, and *the Washington Post*. Yoshino is the author of three books. His fourth book (co-authored with David Glasgow) is on the topic of allyship, and will be published by Simon and Schuster in February 2023. Yoshino has served as the President of the Harvard Board of Overseers. He currently serves on the Board of the Brennan Center for Justice, on advisory boards for diversity and inclusion for Morgan Stanley and Charter Communications, and on the board of his children's school. He has won numerous awards for his teaching and scholarship, including the American Bar Association's Silver Gavel Award, the Peck medal in jurisprudence, and the University's Distinguished Teaching Award. He lives in Manhattan with his husband, two children, and a Great Dane.

Foundations for Flourishing: Leveraging the Science of Positive Psychology to Find Greater Success and Satisfaction in Your Law Practice

THURSDAY, MAY 18, 2023 | 9:00 AM - 10:45 AM

NY CLE Credit: 1.5 Law Practice Management | 0.5 Ethics

In recent years, the legal community has placed a heightened focus on attorney mental health and well-being – and for good reason. Recent research shows that lawyers experience disproportionately high rates of mental health issues and substance use disorders and suggests that those challenges – when left unaddressed – hinder not only lawyers' health and happiness, but also their professional longevity, performance, and ability to deliver the highest quality legal services to their clients. An emerging body of research in the field of positive psychology sheds light on this connection, and why the legal community's efforts to address this issue have heretofore largely fallen short.

In this workshop, participants will:

- Learn where and how they can obtain free and confidential treatment and support for mental health challenges and substance use disorders
- Learn how to apply evidence-backed insights from positive psychology (the science of human flourishing) and techniques from professional coaching to effectively manage stress and enhance their effectiveness and satisfaction as attorneys
- Explore the five elements of the PERMA model of well-being (Positive Emotions, Engagement, Relationships, Meaning, and Achievement) and learn strategies for increasing their experience of each of them
- Walk away with a toolkit of exercises and an action plan for managing their legal work in a way that supports their own authentic vision of success

S P E A K E R :



Jordana A. Confino

Assistant Dean of
Professionalism & Adjunct
Professor, Fordham Law
School; Founder, JC Coaching &
Consulting

Jordana A. Confino is an attorney, educator, professional coach, and champion of lawyer and law student well-being. She serves as the Assistant Dean of Professionalism and an adjunct professor at Fordham Law School, where she leads initiatives designed to promote student wellness and professional identity formation and teaches courses on Positive Lawyering and Peer Mentoring & Leadership. Observing the transformational impact Positive Lawyering has had on her students inspired Jordana to found JC Coaching & Consulting to deliver this material to lawyers on a broader scale and help organizations build positive cultures in which all attorneys and law students feel valued, stimulated, and supported. Jordana holds a J.D. from Yale Law School, a B.A. in Psychology from Yale University, and a Certification in Applied Positive Psychology from the New York Open Center.

RSVP

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