

PROFESSIONAL DEVELOPMENT

WORKSHOPS SERIES 2020

**Resilience 2.0:
Next Steps Lawyers
Can Take to Make
Bouncing Back Part
of the Culture**

Thursday, JANUARY 16

**Five Tactics for
Making Legal Project
Management Work for
You: Practice Tips for
Managing Cases and
Delighting Clients**

Friday, MARCH 13

**Tools and Techniques
for Giving & Receiving
Feedback: Real-Time
Law Practice
Management**

Wednesday, FEBRUARY 12

**Interrupt Implicit Bias
by Design: How Legal
Organizations Are
Using Inclusion
Nudges and Embedding
Bias Interrupters**

Tuesday, APRIL 21

**Answers to Ethics
Questions You
Were Afraid to Ask**

Thursday, FEBRUARY 20

*(free to attorneys from sponsoring
firms only)*

**Staying Up-To-Date
and Out-of-Trouble:
The Mantra for
Meeting Professional
Challenges With
Ethical Compliance**

Thursday, MAY 14

TIME
9:00 AM - 10:45 AM

LOCATION
New York City Bar Association
42 West 44th Street, New York, NY

LIVE PROGRAM
NYC Bar Members and Attorneys
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PROGRAMS & BIOS

THURSDAY
JAN. 16

9:00 AM - 10:45 AM



Speaker:

PAULA DAVIS-LAACK
Founder/CEO,
The Stress & Resilience
Institute, LLC

Resilience 2.0: Next Steps Lawyers Can Take to Make Bouncing Back Part of the Culture

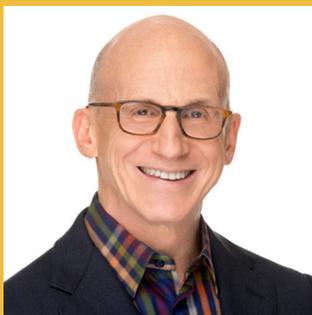
The legal profession is a rewarding one, but it's also challenging. The complexity, changing nature of the profession and the 24/7, always-on pace create a lot of stress. New skills, like resilience, are needed to help lawyers better adapt to these challenges and to grow and develop as well-rounded leaders. Paula's work with the University of Pennsylvania/US Army resilience program and other studies show that resilience enables higher performance, more effective communication, better relationships and teams, and more effective problem solving. Those qualities in turn can help lawyers and their legal teams to manage stress in healthier ways, reframe challenges, develop as leaders and collaborate and innovate. In this program you will learn about the science of resilience and how it's being applied in law, the importance of taking a systemic approach to its application, and specific, research-based skills and frameworks you can begin using today for better legal work and stress management.

Paula Davis-Laack, JD, MAPP, is a former practicing lawyer, speaker, consultant, media contributor, and a stress and resilience expert who has designed and taught resilience workshops to thousands of professionals around the world. Paula left her law practice after seven years and earned a master's degree in applied positive psychology from the University of Pennsylvania. As part of her post-graduate training, Paula was selected to be part of the University of Pennsylvania faculty teaching and training resilience skills to soldiers as part of the Army's Comprehensive Soldier and Family Fitness program. The Penn team trained resilience skills to more than 40,000 soldiers and their family members. She is the author of several e-books, with her latest called *From Army Strong to Lawyer Strong®: What the Legal Profession Can Learn from The Army's Experience Cultivating a Culture of Resilience*. Her expertise has been featured in and on *The New York Times*, *O*, *The Oprah Magazine*, *The Washington Post*, *Time.com*, *Today.com*, *The Steve Harvey TV show*, *Huffington Post Live* and a variety of media outlets. She is the Founder and CEO of the Stress & Resilience Institute, a training and consulting firm that partners with law firms and organizations to help them reduce burnout and build resilience at the team, leader, and organizational level.

CLE Credit will not be provided.

WEDNESDAY
FEB. 12

9:00 AM - 10:45 AM



Speakers:

ANGELA VALLOT

Partner,
VallotKarp Consulting

MITCHELL KARP

Partner,
VallotKarp Consulting

CLE Credit:

*NY: 2.0 Law Practice
Management*

Tools and Techniques for Giving & Receiving Feedback: Real-Time Law Practice Management

Lack of real-time feedback is one of the most common complaints from all attorneys. It is an essential component of everyone's professional development and successful law practice management, yet many attorneys are reluctant to give constructive feedback, and are unaware of how to maximize the benefit or receiving it. There is often an even greater reluctance to give critical feedback across racial, gender and ethnic differences. This presentation will help attorneys develop the confidence and competence to engage in real-time feedback.

Participants will:

- Recognize that giving and receiving feedback is critical to every attorneys' ability to grow, develop professionally, and maximize competencies and efficiencies across your law practice;
- Increase their ability to both give and receive constructive feedback;
- Gain tools and skills to increase your comfort level with giving and receiving constructive feedback, especially across differences; and
- Learn how to ask for feedback and respond in positive ways that both enhance your career development and improve the practice of law.

Angela Vallot has first-hand experience working both in law firms and corporations. Working as a lawyer for 17 years at two law firms (Jones Day and Arent Fox), Angela represented Fortune 500 companies on a broad range of legal issues from government relations to international business transactions. She also knows the corporate world. In 1997, Angela was recruited by the CEO of Texaco to become the first Chief Diversity Officer where she led the company's diversity efforts following the settlement of a \$176 million racial discrimination lawsuit. In 2001 she was recruited by the CEO of Colgate Palmolive to be that company's Global Chief Diversity Officer. She knows what it takes to successfully develop and drive diversity and inclusion initiatives through an organization. Angela graduated from Mills College and holds a J.D. from Georgetown University Law School. She is a member of the Board of the NAACP Legal Defense & Education Fund.

Mitchell Karp has more than 25 years of experience as an organizational development consultant, trainer, facilitator and executive coach helping organizations achieve their business objectives. He draws on his experience as a human rights litigator to help clients better understand how insider/outsider power dynamics, day-to-day interactions and unconscious bias can impact organizational culture. For more than a decade, Mitchell has worked nationally and internationally assisting organizations to create high-performance teams, inclusive cultures, and effective leaders. Senior-level executives and partners in law firms frequently turn to Mitchell for tools and techniques for improving interpersonal and leadership skills, conflict resolution strategies and teambuilding. He also is an adjunct faculty member of Cornell's NYSSILR Management Development Program. Mitchell holds a B.S. in Industrial and Labor Relations from Cornell University, a J.D. from Rutgers Law School and a Masters of Organization Development from American University.

THURSDAY
FEB. 20

6:00 PM - 9:00 PM



Program Chair:
JANIS M. MEYER
Clyde & Co US LLP

Answers to Ethics Questions You Were Afraid to Ask

Lawyers face ethical dilemmas on a regular basis as the practice of law and our ethical and professional responsibility obligations become ever more complex. Join us as we explore how recent opinions of courts, ethics committees, and commentators have addressed difficult questions relevant to lawyers. Topics will include: When can you represent multiple clients? What to do when your client wants its files back? Do you have to have a brick-and-mortar office? When can you pay a client's expenses? What are the ground rules for providing non-legal services? What are the latest conflict issues? And many more. The panel will welcome questions and comments from the audience.

Janis M. Meyer is a member of the Professional Practices Group at Clyde & Co LLP, where she advises on professional responsibility, risk management, compliance and professional liability issues. Janis was a partner and the general counsel of Dewey & LeBoeuf LLP and served as a member of its wind-down committee. Most recently, she was a partner in the Lawyers for the Profession Practice Group at Hinshaw & Culbertson LLP. 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 "The Practical Aspects of Lawyering" and Legal Ethics. She is a member of Law360's Legal Ethics Editorial Advisory Board, a former member of the New York City Bar Association Professional Ethics Committee, and currently a member of the City Bar Professional Discipline Committee.

*Sponsoring Association
Committee:
Professional Ethics
Tyler Mulsby, Chair*

*CLE Credit:
NY: 3.0 Ethics*

FRIDAY
MAR. 13

9:00 AM - 10:45 AM



Speaker:
PAM WOLDOW
Principal,
Legal Leadership, LLC

CLE Credit:
NY: 2.0 Law Practice
Management

Five Tactics for Making Legal Project Management Work for You: Practice Tips for Managing Cases and Delighting Clients

If you are a junior partner or senior associate with significant case and matter management responsibility, this intensive course on Legal Project Management offers immediate value and will provide you with techniques you can put to use instantly, whether in a small, mid-size or large firm setting, or even in solo practice. LPM pioneer Pam Woldow, a former large firm litigator and in-house General Counsel, will use a series of case studies to illustrate the five core building blocks of effective LPM. You will learn practical approaches for sizing up client needs and expectations, scoping and planning engagements, creating highly effective project teams, managing and monitoring matters, and collaborating powerfully with your clients at all project stages. The benefits to you? Cases handled predictably, consistently, efficiently and cost-effectively – and outcomes that will have delighted clients singing your praises.

Pam Woldow is recognized globally as one of the pioneers of Legal Project Management (LPM) and as an outspoken champion of making LPM a practical, client-centric discipline for managing legal matters efficiently, consistently and cost-effectively. Pam has been named a *Legal Rebel* by the American Bar Association, and she is co-author of the best-selling ABA book *Legal Project Management in Once Hour for Lawyers*. Before founding Legal Leadership, LLC, Pam was a large-firm litigator, director of Litigation Management for a \$2 billion financial services company, and Deputy General Counsel of the Commonwealth of Pennsylvania.

TUESDAY
APR. 21

9:00 AM - 10:45 AM



Speaker:

KATHLEEN B. NALTY

President,
Kathleen Nalty
Consulting, LLC

Interrupt Implicit Bias by Design: How Legal Organizations Are Using Inclusion Nudges and Embedding Bias Interrupters

Unconscious bias is the biggest challenge to advancing diversity in the legal profession. While training on unconscious bias is an essential first step, it is not enough to interrupt or eliminate the hidden barriers that can affect any attorney, but disproportionately impact diverse lawyers, which in turn causes higher attrition rates. Cutting-edge efforts by legal organizations involve embedding bias-interrupters into processes and procedures. Participate in this session to learn how to nudge any process in your organization to make it more bias proof. You will also learn how legal organizations are implementing inclusion nudges to make diversity sustainable and how to overcome potential hurdles you could face in implementing inclusion nudges in your organization.

Kathleen Nalty is a lawyer, author, and consultant who helps legal organizations advance diversity and inclusion. She has received 10 awards for her groundbreaking work in diversity and inclusion. In 2019 she published the second edition of *“Going All-In on Diversity & Inclusion: The Law Firm Leaders’ Playbook.”* Previously, Kathleen founded the Center for Legal Inclusiveness (CLI) in Denver, Colorado and led the nonprofit as its Executive Director from October for over five years. Kathleen received her B.A. from the University of Denver and her J.D. from the University of Colorado Law School. Early in her legal career she worked as a federal civil rights prosecutor for the U.S. Department of Justice in Washington, DC where she prosecuted hate crimes, slavery, and police brutality cases.

CLE Credit:

NY: 2.0 Diversity, Inclusion
and Elimination of Bias

THURSDAY
MAY 14

9:00 AM - 10:45 AM



Panel Co-Chairs:

BRUCE A. GREEN

Louis Stein Chair of Law
& Director, Stein Center
for Law and Ethics,
Fordham Law School

DEVIKA KEWALRAMANI

Partner & Chair,
Legal Ethics & Law Firm
Practice,
Moses & Singer LLP

CLE Credit:
NY: 2.0 Ethics

Staying Up-To-Date and Out-of-Trouble: The Mantra for Meeting Professional Challenges With Ethical Compliance

The pace of change affecting law firm practices has never been quicker and tougher. As firms grow in size and adapt to and exploit new(er) technology, they must also properly supervise legal work, deal with lawyer mobility and transition, seek to enhance diversity and inclusion in the workplace, and address lawyer impairment issues while preserving wellness, among myriad other challenges that globalization presents. How do firms meet these ethical and professional challenges and what guidance do the professional conduct rules provide firms that encounter these multiple challenges? A panel of lawyer-ethicists will offer their thoughts and perspectives and raise awareness on these important and increasingly complex issues confronting law firms today.

Bruce A. Green is the Louis Stein Chair at Fordham Law School, where he directs the Louis Stein Center for Law and Ethics. He teaches and writes in the areas of legal ethics and criminal law, and has co-authored a casebook, *Professional Responsibility: A Contemporary Approach* (West, 3d ed. 2017). He is immediate past chair of the New York City Bar's Committee on Professional Ethics, is a member and past chair of the N.Y. State Bar Association's Committee on Professional Ethics, and is the current chair of the MPRE drafting committee. He previously chaired the ABA Criminal Justice Section, served on the ABA Standing Committee on Ethics and Professional Responsibility, was the Reporter to both the ABA Task Force on Attorney-Client Privilege and the ABA Commission on Multijurisdictional Practice, and co-chaired the ethics committees of the ABA Litigation Section and the ABA Criminal Justice Section. Previously, Professor Green was a federal prosecutor in the Southern District of New York, where he served as Chief Appellate Attorney, and he was a judicial law clerk to Justice Thurgood Marshall and Circuit Judge James L. Oakes. He is a graduate of Princeton University and Columbia Law School.

Devika Kewalramani is a partner and chair of Moses & Singer LLP's Legal Ethics & Law Firm Practice which advises law firms and lawyers in legal ethics, represents lawyers in attorney disciplinary matters, and handles lawyer licensing and admissions matters. She conducts ethics and risk management audits for law firm clients. Devika also serves as the firm's general counsel. She is a member of the Executive Committee of the New York City Bar. Devika is the immediate past co-chair of the Council on the Profession of the New York City Bar, former chair of its Committee on Professional Discipline, and former member of its Committee on Professional Ethics. She was appointed a member of the New York Commission on Statewide Attorney Discipline in 2015 and served as co-chair of its Subcommittee on Transparency and Access. Devika is the author of *Lexis Practice Advisor® for Corporate Counsel: Ethics for In-House Counsel* (2012-present). She served as a Rules Editor for *The New York Rules of Professional Conduct* (2010-2012), published by Oxford University Press, edited by the Ethics Institute of the New York County Lawyers' Association. Devika achieved Super Lawyer status in the Metro Edition of New York Super Lawyers® (2014-2018). She is a graduate of St. Xavier's College, Kolkata, India and CUNY School of Law.

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Please indicate which workshop(s) you will be attending.

- Resilience 2.0: Next Steps Lawyers Can Take to Make Bouncing Back Part of the Culture
Thursday, JANUARY 16 | 9:00 AM - 10:45 AM
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- Answers to Ethics Questions You Were Afraid to Ask
Thursday, FEBRUARY 20 | 6:00 PM - 9:00 PM
Live Program & Webcast: \$229 Member | \$329 Nonmember • Small Law Firm Member: \$119 • Free to PDW Sponsor Firms
- Five Tactics for Making Legal Project Management Work for You: Practice Tips for Managing Cases and Delighting Clients
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