

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

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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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 (*Pending*)

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.

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 (*Pending*)

As attorneys, despite training for the courtroom and/or negotiations on behalf of our clients, we often avoid difficult conversations at work with our colleagues. Which of these conversations are the most challenging in a legal workplace and why? What tools/frameworks can we use to support ourselves in approaching them? Participants review the range of conversations we find complex and the impact of avoiding. We'll explore power imbalance, and get a sense of what's possible. Participants ultimately practice various tools and frameworks to help strategize how to navigate these conversations.

In this training, they will understand:

- Which conversations are the most difficult, and the impact of avoiding
- 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)

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

S P E A K E R :



Rudhir Krishtel
CEO, Coach & Facilitator,
Krishtel

Rudhir Krishtel is 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 groups and hosts seminars on business development and 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 professional 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 (*Pending*)

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. It begins by looking at why people are rarely effective allies -- noting that people often find themselves either remaining silent out of fear or barreling in uninformed. It then describes a three-stage model of allyship -- from "ally to one" through "ally to some" to "ally to all." To help people get to "ally to all," 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 of behavior from her identity?"

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: 2.0 Law Practice Management (*Pending*)

Lawyers tend to be strivers by both nature and nurture. Working in the context of a high-stress, demanding profession, we set lofty goals and work fastidiously to meet them, certain that achieving “success” will bring us satisfaction. But science shows that this logic is backward. Although we believe success will lead to happiness, the reality is that well-being actually fuels success. And the key building blocks for well-being are not necessarily what you might think.

In this workshop, participants will:

- 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 personal and professional satisfaction
- 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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