



**Managing**PARTNER



*Ark Group & Managing Partner's West Coast*

# WOMEN LEGAL 2013

*Advancing the increasingly-important dialogue on gender diversity in the legal profession while illustrating the business imperative for the retention and succession of female leadership*

**January 31, 2013**  
**AMA Executive Conference Center**  
**San Francisco, CA**

**London | New York | San Francisco | Miami | Chicago | Sydney | Melbourne**

Since 2006, *Ark Group, Managing Partner, & Wilmington Group* have led the way in advancing women's initiatives in the legal profession world-wide—helping to collectively identify opportunities to open up business dialogues and make useful connections—turning strategic relationships into mentors, sponsors and clients!

**Steps that leaders have taken** to accelerate the advancement of women in the legal profession and the creation of "pathways for women to succeed" and assume leadership positions in law firms and corporate law departments is no doubt, the right thing to do—but these efforts and programs have not yet netted the type of results hoped for.

Why is it that after decades' worth of efforts and a multitude of programs to increase gender diversity, law firms haven't made more progress in achieving gender equality in positions of leadership, in compensation, or in the partnership ranks?

Is the "business of law" itself a detriment to the advancement, retention and succession of women leadership? There has been very little honest discussion among women about the real barriers that still exist in the system—despite progress.

*Ark Group's "West-Coast" Women Legal 2013* conference will provide a unique platform for women to view their own power differently and "take ownership" of their careers in a profession that currently does not support their advancement?

Why do so many Fortune 500 companies require their network of law firms to engage in diversity best practices that illustrate growth and change? Because evidence today not only supports that diversity practices are a sign of a well-managed company, but also because women make up almost half of the U.S. workforce and are assuming greater leadership roles in corporations across the board. The business imperative becomes obvious as we increasingly find women in leadership roles in corporate law departments far outnumbering their law firm counterparts. What is the potential impact of this disparity—and how might this factor into the selection and retention of outside counsel?

The current generation of law firm leadership must understand and eliminate the impediments to women's success and advancement, so the next generation of firm leadership looks more like our clients.

With the future of the legal profession uncertain and law students graduating with fewer jobs to fill, the messaging to women law students and lawyers is more important than ever. We hope you'll join our ongoing discussion this January in San Francisco as we collectively identify opportunities to open up business dialogues and make useful connections—turning strategic relationships into mentors, sponsors and clients.

## Featuring key contributions and candid viewpoints from:

Patricia K. Gillette, Partner,  
**Orrick, Herrington & Sutcliffe LLP**

Deborah Epstein Henry, Esq., Founder & President, **Law & Reorder, A Division of Flex-Time Lawyers LLC**

Deborah L. Rhode, Director, Center on the Legal Profession, E.W. McFarland Professor of Law, **Stanford Law School**

Lisa A. Borsook, Managing Partner,  
**WeirFoulds LLP**

Madeline Cahill-Boley, Managing Partner,  
**Sullivan Hill**

Natasha Innocenti, Leader Partner Practice Group Northern California, **Major, Lindsey & Africa**

Amy Olli, EVP & General Counsel,  
**CA Technologies**

Suzan Miller, Vice President Legal & Corporate Affairs, Deputy General Counsel,  
**Intel Corporation**

Ruth E. Gaube, Vice President and Deputy General Counsel, **Symantec Corporation**

Milana Hogan, M.S.Ed, Director of Associate Development & Deputy Director of Recruiting,  
**Sullivan & Cromwell LLP**

Katherine M. Larkin-Wong, Associate,  
**Latham & Watkins**

Joan R. M. Bullock, Associate Dean for Teaching and Faculty Development, Professor of Law,  
**Florida A&M University College of Law**

Victoria Lee, Partner, **DLA Piper US**

**And others!**

# WOMEN LEGAL 2013

Advancing the increasingly-important dialogue on gender diversity in the legal profession while illustrating the business imperative for the retention and succession of female leadership

## Agenda: Thursday, January 31, 2013

### 8:30AM Registration & Refreshments

### 8:50AM Introductions Conference Chairperson

Patricia K. Gillette, Partner, **Orrick, Herrington & Sutcliffe LLP**

### 9:00AM KEYNOTE ADDRESS

#### Inspiring Women...

The debate about women having it all reached a fever pitch earlier this year, spurred by Anne-Marie Slaughter's Atlantic article. Many were angry about the messages. Are we discouraging young women from pursuing their dreams? Is the conversation one of privilege - the 1% - distorting the issues about which most women and men struggle? Has the debate about women's aspirations merely become an elevated cat fight? Why does the work/life discussion continue to only focus on women? With the future of the legal profession uncertain and law students graduating with fewer jobs to fill, the messaging to our women law students and lawyers is more important than ever. This program will delve into the challenges that arise when women pursue power in the workplace and have family responsibilities at home or other, significant commitments outside the office. Attendees will leave armed with individual action steps they can take, as well as steps for their employers that enable women to aspire and thrive--inside the office and out.

Deborah Epstein Henry, Esq., Founder & President, **Law & Reorder, A Division of Flex-Time Lawyers LLC**

### 9:45AM PANEL DISCUSSION

#### Power Dynamics: Changing the Discussion from Work-Life Balance to Economic and Institutional Power

What critical skills are needed for women to successfully navigate and "take ownership" of their careers in a profession that currently does not support their advancement? What advice would you give a new law school graduate on this subject matter? There has been very little honest discussion among women about the real barriers that still exist in the system—despite progress. According to *Power in Law*, a white paper by the *Center for Women in Law*, power and organizational dynamics have a determining impact on the advancement of women in law. "Career derailments and setbacks in organizations are infrequently the result of a lack of intelligence or hard work. Rather, they are due to an inability to master power dynamics" – oftentimes causing women to have to choose between being liked and being respected when they seek to build and use power in their workplaces. This interactive panel discussion will explore how women can view their own power differently and marshal their resources to implement strategies that account for gender bias—thereby allowing them to depersonalize various situations, think strategically, and effectively act with power.

#### Panel:

Deborah L. Rhode, Director, Center on the Legal Profession, E.W. McFarland Professor of Law, **Stanford Law School**, Lisa A. Borsook, Managing Partner, **WeirFoulds LLP**, *Others TBD*

### 10:45AM Morning Coffee Break

### 11:15AM

#### Compensation: The Power of the Purse

This interactive segment will address the fact that women are still earning less than men in both firms and corporations. What combination of factors drives this reality? This discussion will evaluate how law firm compensation is determined (origination fees vs. actual work done on cases), why compensation committees tend to be comprised of all men, and a general lack of accountability for "internal equity" in law firm compensation systems. Can we replace the "old foundation" with new structures? How can female voices find a seat at this table? And how can clients help drive change in this area? Does it make sense to consider a "team approach" to compensation?

#### Panel:

Madeline Cahill-Boley, Managing Partner, **Sullivan Hill**, Natasha Innocenti, Leader Partner Practice Group Northern California, **Major, Lindsey & Africa**, *Others TBD*

### 12:15PM Networking Luncheon

### 1:15PM CLIENT PANEL DISCUSSION

#### The Business Imperative for the Retention and Succession of Female Leadership

Why do so many Fortune 500 companies require their network of law firms to engage in diversity best practices that illustrate growth and change? Because evidence today not only supports that diversity practices are a sign of a well-managed company, but also because women make up almost half of the U.S. workforce and are assuming greater leadership roles in corporations across the board. The business imperative becomes obvious as we increasingly find women in leadership roles in corporate law departments far outnumbering their law firm counterparts. What is the potential impact of this disparity—and how might this factor into the selection and retention of outside counsel? Is the "business of law" itself a detriment to the retention and succession of women leadership? In this segment, our esteemed panel will bring to life the business case for gender diversity—from both a law firm and corporate counsel perspective.

#### Panel:

Amy Olli, EVP & General Counsel, **CA Technologies**, Suzan Miller, Vice President Legal & Corporate Affairs, Deputy General Counsel, **Intel Corporation**, Ruth E. Gaube, Vice President and Deputy General Counsel, **Symantec Corporation**

### 2:15PM PANEL DISCUSSION

#### True Grit: How are Female Associates and Junior Partners Dealing with the Challenges We Face?

In the past two decades, men and women have entered law firms as first year associates in roughly equal numbers. Nevertheless, by the time women arrive at the most senior leadership levels (of counsel, non-equity, and equity partners) they represent only 34%, 27%, and 16%, respectively. Such stark and seemingly dismal statistics have led to a number of studies that attempt to identify the obstacles and barriers that have led to this year-over-year failure to reduce the gender gap at the leadership level. While such studies represent important work, relatively little is known about the shared characteristics and competencies of the women who do manage to succeed in the law firm environment. This interactive discussion will feature perspectives from female associates and junior partners, evaluating some of the non-cognitive traits that impact—either positively or negatively—women's success in the profession. After all, a sense of purpose, when tied to the pursuit of personal and professional goals, can be a significant force to counteract internal and external barriers generated by gender bias.

#### Panel:

Milana Hogan, M.S.Ed, Director of Associate Development & Deputy Director of Recruiting, **Sullivan & Cromwell LLP**, Katherine M. Larkin-Wong, Associate, **Latham & Watkins**, *Others TBD*

### 3:15PM Afternoon Coffee Break

### 3:30PM PANEL DISCUSSION

#### Networking & Strategic Relationships — Gaining Access to Key People and Resources

Access to key people (and critical information) can make all the difference with respect to reaching your goals. Strategic relationships are indispensable in the pursuit of power and influence. And it's no surprise that networks in legal organizations are comprised primarily of men. It's easy to see why men focus on networking as it can substantially further one's career. Women need to make more of an attempt to seize on such opportunities and take advantage of the fact that women are often eager to help other women. The failure to carve out networking time puts women at a distinct disadvantage. This interactive discussion will focus on why women are not making the same crucial connections in more casual situations—as well as discuss how women can identify opportunities to open up business dialogues and make useful connections—turning strategic relationships into mentors, sponsors and clients.

#### Panel:

Joan R. M. Bullock, Associate Dean for Teaching and Faculty Development, Professor of Law, **Florida A&M University College of Law**, Victoria Lee, Partner, **DLA Piper US**, *Others TBD*

### 4:30PM Q & A / Closing Remarks

Patricia K. Gillette, Partner, **Orrick, Herrington & Sutcliffe LLP**

# Women Legal 2013 (SF)

	Attendee 1	Attendee 2	Attendee 3
Name			
Job Title			
Organization			
Address			
Zip Code			
Phone			
Fax			
Email			

## Signature

I have read the terms and conditions below

- Registration/Admission \$895
- Admission for Vendors/Solution Providers \$1495
- I am registering for this event before **December 7th** and would like to claim my 15% early bird discount! (\$760.75)

For team discounts, please call Peter Franken at 312 212 1301

Please note: payment must be received in full prior to the event to guarantee your place



### Card number

### Expiration Date

### Security Code

- Payment in the mail (checks made payable to Ark Group USA)
- Multiple bookings: please invoice separately**

#### Registration conditions

1. Registrations can be submitted at any stage prior to the event, subject to availability. A limited allocation is being held and registering early is therefore recommended, in the event of the registration not being accepted by Ark Group the total amount will be refunded.
2. Payment must be received in full prior to the course.
3. All speakers are correct at the time of printing, but are subject to variation without notice.
4. If the delegate cancels after the registration has been accepted, the delegate will be liable to the following cancellation charges:
  - Cancellations notified over 45 days prior to the event will not incur a cancellation fee.
  - In the event of a cancellation being between 45 and 30 days prior to the event, a 20% cancellation fee will be charged.
  - For cancellations received less than 30 days prior to the event, the full delegate rate must be paid and no refunds will be available.
5. All registrations submitted by e-mail, fax, or over the telephone are subject to these booking conditions.
6. All cancellations must be received in writing.
7. Ark Group will not be held liable for circumstances beyond their control which lead to the cancellation or variation of the program.
8. Please make checks payable to Ark Group USA.

Ark Group USA will not use your email address or information for any purpose other than distributing our conference and event notices.

## Venue and Accommodations

**This meeting will be held at** the AMA Executive Conference Center located in the **San Francisco Marriott Marquis** at 55 Fourth Street, conveniently located minutes from the heart of the city, Chinatown, cable cars, restaurants and other hotels. Only 15 miles from the SF Int'l Airport. For more details, including suggestions on nearby hotels, please contact Peter Franken at [Pfranken@ark-group.com](mailto:Pfranken@ark-group.com) or by phone at 312.212.1301

## Who Will Attend This Forum

**Women Legal 2013** is developed exclusively for individuals focused on advancing the increasingly-important dialogue on gender diversity and equality in the legal profession today. This program aims to candidly address and illustrate the business imperative for female leadership as well as provide a roadmap to overcoming the obstacles that stand in the way of leadership positions within law firms and corporate legal departments.

## Exhibition & Sponsorship Opportunities

If you are interested in learning about sponsorship opportunities for this event, please contact Kevin Klein for more details at [kklein@ark-group.com](mailto:kklein@ark-group.com) or by phone at 312 212 1302.

# WOMEN LEGAL 2013 (West)

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**THIS CONFERENCE WILL BE HELD AT:**

**January 31, 2013 — San Francisco, CA**

**AMA Executive Conference Center**

55 Fourth Street, Second Level  
San Francisco, California 94103  
#415.442.6770

<http://www.amaconferencecenters.org/san-francisco.htm>



**Located in the San Francisco Marriott Marquis**— The Executive Conference Center is just minutes from the cable cars, Chinatown, shopping, museums and only 15 minutes from the San Francisco International Airport.

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**Recommended Nearby Hotels include:**

**San Francisco Marriott Marquis**

55 Fourth Street  
San Francisco, California 94103  
#415.896.1600

<http://www.marriott.com/hotels/travel/sfodt-san-francisco-marriott-marquis/>

**JW Marriott San Francisco Union Square**

500 Post Street corner of Post and Mason · San Francisco, California 94102 USA  
#415.771.8600

<http://www.marriott.com/hotels/travel/sfojw-jw-marriott-san-francisco-union-square/>

**The Stanford Court Renaissance San Francisco Hotel**

905 California Street - Nob Hill · San Francisco, California 94108 USA  
#415.989.3500

<http://www.marriott.com/hotels/travel/sfosc-the-stanford-court-renaissance-san-francisco-hotel/>

**Parc 55 Hotel Wyndham**

55 Cyril Magnin Street  
San Francisco, California 94102  
#800.697.3103

<http://www.parc55hotel.com/>

**Intercontinental San Francisco**

888 Howard Street  
San Francisco, California 94103  
#415.616.6500

<http://www.intercontinentalsanfrancisco.com/>

**Grand Hyatt**

345 Stockton Street  
San Francisco, California 94108  
#415.398.1234

<http://grandsanfrancisco.hyatt.com/>

# Directions

*San Francisco Executive Conference Center*  
***Located in the San Francisco Marriott Marquis***  
*55 Fourth Street, 2nd Level*  
*San Francisco, CA 94103*

## **DIRECTIONS**

**From the airport:** The San Francisco Executive Conference Center is approximately 15 miles north of the San Francisco International Airport. Frequent airport buses and vans make the trip in about 30 minutes.

**For additional driving directions and maps click here** <http://www.mapquest.com/>

## **Parking:**

Parking is available at the Marriott Hotel (415-896-1600). Please call the hotel directly for current rate information. Parking is also available at the Yerba Buena Parking Garage at 5th Street and Mission Street. Parking at garage now \$25 for up to 12 hrs.

## **TRANSPORTATION**

### **Public Transportation:**

Powell Street is the most convenient stop for those using the BART (subway) system and the Muni Metro.

### **Airport Transportation:**

There is a shuttle available from San Francisco International Airport (Super Shuttle) rate approximately \$17 per person (runs every 30 minutes from 5 a.m. to 7 p.m.) to the Marriott Hotel. Taxicabs are also available at the airports with rates that can range from \$35 to \$45 plus tip. BART (Bay Area Rapid Transit) trains now serve the San Francisco International Airport. A trip between the Powell Street Station and the airport costs approximately \$5.35 (a 35 minute ride).