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Thursday, November 25, 2010

Albany Club
91 King Street East, Toronto

2010 Conference Series

4th annual
Women in Law
Success factors

WITH THE PARTICIPATION OF:

Bennett Jones LLP
Davies Ward Phillips & Vineberg LLP
Fasken Martineau Dumoulin LLP
Macleod Dixon LLP
Osler, Hoskin & Harcourt LLP
Shoppers Drug Mart
Stikeman Elliott LLP
WeirFoulds LLP
Workplace Safety and Insurance Board

KEYNOTE SPEAKER:

CHRISTINA H. MEDLAND
Partner and Head of Executive Compensation Practice, Torys LLP

"I found the conference to be extremely useful.

It gave me fresh insights into how women can continue to flourish as leaders."

– **MALLIHA WILSON, Assistant Deputy Attorney General, Ontario Ministry of the Attorney General**

WHY PARTICIPATE?

- Explore the characteristics of the boomers, generation X and millennials
- Find out how to use your weaknesses as well as your strengths for marketing
- Examine the notion of risk which plays a fundamental role in every decision making
- Reflect on your legal past, present and future and whether you are already on the right path
- Hear why more and more lawyers are joining in-house legal departments
- Get to know the principles that will help you communicate effectively
- Hear how mentoring can be a powerful tool in achieving professional success
- Learn the strategies for succeeding in a male-dominated workplace
- Find out whether it is possible to reconcile a desire to have a balance life with the pursuit of a great career
- Get to know what strategies Stikeman Elliott is doing to maintain women in private practice

WHO SHOULD ATTEND?

Partners, associates, counsels in legal firms; in-house counsels in the business and government sectors.

PARTIAL LIST OF ATTENDEES FROM PAST CWI EVENTS

Air Canada • Aird Berlis • Allstream • Astra Zeneca • BDC • BMO • Bank of America • Bell • Bennett Jones • Blakes • Bombardier • British Council Canada • CAE • CATSA • CGI • CIBC • CMHC • Cirque du Soleil • City of Montreal • Cogeco • Concentra Financial • Connexus Credit Union • Cox and Palmer • Dalhousie University • Davis • Deloitte • EDC • Ericsson • Ernst & Young • FCC • Fasken Martineau • Fraser Milner Casgrain • Fraser River Port Authority • Goodmans • Government of Alberta • Gowlings • Heenan Blaikie • McInnes Cooper • McMillan • Medisys • Memorial University • Miller Thomson Pouliot • Molson • NRCC • NSLC • National Bank of Canada • New Brunswick Justice Court Services • Ogilvy Renault • Ontario Power Generation • Ordre des ingénieurs du Québec • Osler • Standard Life • Stewart McKelvey • Stikeman Elliott • Sun Life • TD • TELUS • Terasen • Vancouver Community College

TESTIMONIALS FROM ATTENDEES OF PAST CWI CONFERENCES

"I learned a lot and met interesting people – the event brought together really active motivated women – a great experience."

– **DEBORAH BUSZARD, Professor, Dalhousie University**

"Time to stop and think about the issues. Time to reflect, refocus and recharge. The discussions were inspirational. Thank you."

– **DEBORAH I. CONRAD, Partner, Boyne Clark**

"This was the best conference I've attended in a long time."

– **FRANÇOISE GUÉNETTE, Senior VP, Corporate and Legal Affairs, and Secretary, Intact Financial Corporation**

"I've been inspired to become a better leader and hope to inspire my team to do the same."

– **ELISABETH LANG, Director General, Program Policy & Regulation Affairs, Office of the Superintendent of Bankruptcy**

"I have been raving about the conference to everyone and telling them it is one of the best I have ever attended."

– **MILLY MEANEY, Director, Compliance and Enforcement, Department of Fisheries and Aquaculture, Government of NL**

"Great conference, speakers and facilities. Everything was first class."

– **FELICIA SALOMON, President, CRSTL Solutions**

ABOUT CAREER WOMEN INTERACTION (CWI)

CWI provides opportunities for career-minded women to network and learn from one another. With an interactive format that appeals to speakers and participants, CWI conferences present high-caliber speakers from cities across Canada.

4th annual Women in Law Success factors

7:45 Registration and networking breakfast

SESSION 1

Chair: **CLAIRE M.C. KENNEDY, Bennett Jones LLP**

8:15 Opening remarks of Chair

8:20 – 9:00 Managing generational differences

ANITA BANICEVIC, Partner, Davies Ward Phillips & Vineberg LLP

Discussions around diversity do not always recognize the importance of generational difference. Each generation brings its own perspective in approaching problems. With recent shifts in generational thinking, what have been historically labeled as “women’s issues” are taking on a new aspect as younger generations enter the workforce. In this session learn more about:

- The challenges faced with multiple generations working side-by-side
- The core values that are shared and are different among the generations
- How traditional “women’s issues” are becoming mainstream generational issues
- What you need to know about generational differences

9:00 – 9:40 Women lawyers and marketing

CLAIRE M.C. KENNEDY, Partner, Bennett Jones LLP

To build and maintain a successful practice in today’s environment, lawyers must become skilled at attracting new legal work. This presentation will address strategic marketing issues for women in law, including planning, prioritizing and establishing practices for building key client relationships. Claire M.C. Kennedy will examine topics such as networking, public relations, advertising, getting and making the pitch – all within the exciting and challenging demands of the practice of law.

- What is marketing?
- Why challenges are opportunities
- Using your weaknesses as well as your strengths for marketing
- Current marketing trends
- Marketing tips and takeaways

Register today at: registration@fci-cwi.com

9:40 – 10:20 Taking risks

ELISABETH DeMARCO, Partner and Head of Toronto Energy Practice, Macleod Dixon LLP

Risk is an integral component of our life and of every organization. The notion of risk plays a fundamental role in every decision-making process, in the building of strategies, in negotiations and in conflict resolution. In navigating through this theme, Elisabeth DeMarco will deal with the following aspects:

- Adversity
- Managing full potential and growth
- Leadership

10:20 – 10:40 Networking break

10:40 – 11:20 Charting your own course

ANGELA MOCKFORD, Partner, WeirFoulds LLP

Not every law career follows the same path to reward. This presentation will cause you to reflect on your legal "past, present and future" and whether you are already on the right path – or could use a course correction in order to achieve (or recognize) success. Angela Mockford will address the following:

- How did I get here?: What your past has to offer you
- Where am I now?: Accurately taking stock of the present
- Where am I headed?: Assessing opportunities

11:20 – 12:00 Co-presentation: Pursuing a career as in-house counsel

LYNN GUTHRIE, Legal Counsel, Shoppers Drug Mart
SHARON S. LANDSMAN, Legal Counsel, Shoppers Drug Mart

The role of in-house counsel can be vary fulfilling, but can have its challenges. Join Sharon S. Landsman and Lynn Guthrie, both in-house counsel at Shoppers Drug Mart, as they discuss the transition from private practice to in-house counsel and answer the following questions:

- Why do it?
- What's it like?
- How to get it?

12:00 – 1:00 Networking lunch

Register today at: registration@fci-cwi.com

1:00 – 1:40 Communicating effectively

Keynote Speaker:

CHRISTINA H. MEDLAND
Partner and Head of Executive Compensation Practice
Torys LLP

Effective written and oral communication is key to success as a lawyer. Whether it's one-on-one interaction or reaching out to a widespread, diversified group of people, there are some basic principles that will help you communicate successfully. Christina H. Medland will discuss ways to engage the audience, to persuasively present your position and recommendations and to guide outcomes:

- Being organized and focused
- Connecting with your listeners
- Communicating electronically

*The practice of **Christina H. Medland** focuses on executive arrangements, incentive compensation and compensation governance, as well as on pensions, benefits and employment. A significant part of Chris' practice is the implementation of codes of conduct, executive contracts, change-of-control agreements and retention arrangements for senior management. She also advises compensation committees and boards on public company disclosure requirements and governance obligations concerning compensation. Chris' practice includes all aspects of pensions, benefits and employment issues in the context of mergers, acquisitions, reorganizations and outsourcings. Chris also advises on the establishment and implementation of incentive compensation arrangements for public and private companies, including stock option, phantom stock, share appreciation rights, deferred share unit plans, pension and supplemental pension plans, cash incentive plans and phantom plans. She advises on compensation governance and board liability, including director and officer insurance. Chris is recognized by Chambers & Partners as a leading employment lawyer in Canada and is an avid sailboat racer.*

SESSION 2

Chair: BRENDA ABRAMS, Workplace Safety and Insurance Board

1:40 – 2:20 The power of mentoring

BRENDA ABRAMS, General Counsel, Vice-President, Legal/Regulatory Services & Corporate Secretary, Workplace Safety and Insurance Board

Mentoring can be a powerful tool to enhance one's career and leadership goals. The right mentors have a direct impact on our personal and professional lives. In this presentation, Brenda Abrams will address the following key points:

- Roles of mentors
- Where to find mentors
- Professional Development
- Career advancement

Register today at: registration@fci-cwi.com

2:20 – 3:00 Strategies for succeeding in a male-dominated workplace

ANDREA L. CENTA, Partner, Fasken Martineau Dumoulin LLP

Women lawyers today face a number of challenges as they forge ahead in their careers. Gender differences can sometimes present invisible and silent barriers to professional success. As women navigate through the echelons of an organization and continue to work as they always have, the same strategies that worked in one environment might sometimes fail in another and for no apparent reason. In this presentation, Andrea L. Centa will provide concrete strategies for women lawyers working in any workplace.

- How to position yourself for personal success
- Influencing the workplace culture
- The importance of business development and strategies to improve business development in the workplace
- What pitfalls to avoid

3:00 – 3:10 Networking break

3:10 – 3:50 Stress and achievement

JANET BOLTON, Partner, Osler, Hoskin & Harcourt LLP

Can you reconcile a desire to have a balanced life with the pursuit of a great career? In this presentation, Janet Bolton will examine some of the challenges for both men and women in organizations such as raising a family, meeting performance expectations, balancing personal life with work life, just to name a few. She will discuss:

- Managing stress
- Determining priorities
- Having a laser focus

3:50 – 4:30 Co-presentation: Why women stay in private practice

SHANIN LOTT, Director of Recruitment and Education, Stikeman Elliott LLP

NANCY RAMALHO, Partner, Stikeman Elliott LLP

Over the past few decades the legal profession has seen an increase of women entering private practice. We have also, however, seen many of them later make the choice to leave their law firms for other career options. And, the debate concerning the retention of women in private practice continues. There are many stories of how difficult it is for women in private practice, but many of the success stories get overlooked. In fact, there are many women "making it work" on a professional and personal level, and they are doing so with the support of mentors, their law firms and the broader legal community. There is much to learn from these stories. Nancy Ramalho and Shanin Lott will discuss the following:

- Some of the reasons why women stay in private practice
- How they juggle work/life balance with career advancement
- What strategies Stikeman Elliott and other law firms are doing to maintain women in private practice
- An update on the LSUC

4:30 Closing remarks of Chair and end of conference

Register today at: registration@fci-cwi.com

4th annual WOMEN IN LAW CONFERENCE

Thursday, November 25, 2010
Albany Club, 91 King Street East, Toronto

REGISTRATION FORM

Please print clearly.

FIRST NAME _____ LAST NAME _____

COMPANY _____ TITLE _____

MAILING ADDRESS _____

CITY _____ PROVINCE _____ POSTAL CODE _____

TELEPHONE _____ FAX _____ E-MAIL _____

SIGNATURE _____ REFERRED BY _____

Check applicable rate:

Registration before October 16, 2010

\$899 + HST \$116.87 = \$1,015.87

Regular rate: Registration before November 6, 2010

\$999 + HST \$129.87 = \$1,128.87

SPECIAL RATE!

If you register 3 people at the same time, you will be entitled to a free registration for a 4th person.

To take advantage of this special rate, payment must be made in one cheque.

GST: 85486 8437 RT0001

Submit your registration form: By fax: (514) 844-9610 or by e-mail: registration@fci-cwi.com

Make your cheque or money order payable to **CAREER WOMEN INTERACTION** and mail it to:

FCI-CWI
P.O. Box 853, Station B
Montreal (Quebec) H3B 3K5

In case of cancellation:

- (1) Send a substitute in your place, or
- (2) Confirm your cancellation by e-mail to registration@fci-cwi.com before November 11, to receive a refund less \$200 administration charge + HST, and if you have not paid the registration fee, you will be invoiced for the administration charge of \$200 + HST. Cancellations are valid once acknowledged by CWI via return e-mail. No refund will be issued for cancellations received after November 10, 2010, and if you have not paid the registration fee, you will be invoiced for the full amount.
- (3) CWI may cancel the event if deemed necessary and will provide a full refund. No liability is assumed by CWI for changes in program date, content or venue.

Register today at: registration@fci-cwi.com