



**Managing**PARTNER



*Ark Group & Managing Partner's 5th annual*

# WOMEN LEGAL 2012

*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*

**June 7, 2012**  
**AMA Executive Conference Center**  
**New York, NY**

**The 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 we had hoped for.

Is the “business of law” itself a detriment to the advancement, retention and succession of women leadership? In the past few 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 and discussions 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.

*Ark Group's 5th annual Women Legal* conference will provide a unique platform for women to view their own power differently. This year's forum will illustrate how women in the profession are building their sphere of influence and navigating their careers in a profession that currently does not support their advancement.

Cultural interpretations of gender create tension for women who must reconcile the pursuit of power in the workplace with long-established definitions of femininity—in many instances, creating a scenario of having to choose between being liked and being respected. Of course, women shouldn't have to choose—and without gender bias women wouldn't have to.

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?

It is not possible to build power and influence without taking risks and stepping outside of comfort zones. 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 leaders looks more like our clients.

We hope you'll join the discussion this spring in New York as we collectively identify opportunities to open up business dialogues and make useful connections—turning strategic relationships into mentors, sponsors and clients.

**Sponsored by:**

## Featuring key contributions and candid viewpoints from:

Heidi B. Goldstein, Partner, Chair, Firm wide Women's Initiative, **Thompson Hine LLP**

Carla Christofferson, Managing Partner, **O'Melveny & Myers** (Los Angeles)

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

Michele Coleman Mayes, General Counsel, **Allstate Insurance Company**

Roberta D. Liebenberg, Senior Partner, **Fine, Kaplan and Black**

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

Ellen Rosenthal, Chief Counsel, Pfizer Legal Alliance, **Pfizer Inc.**

Heidi Levine, Partner, **DLA Piper**

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

Diane Fleming Averell, Principal, **Porzio, Bromberg & Newman P.C.**

Janine Pollack, Partner, **Milberg LLP**

Camille Chin-Kee-Fatt, Director of Career Services, **Brooklyn Law School**

Carol Evans, CEO & President, **National Association for Female Executives (NAFE)**

**And others!**

# WOMEN LEGAL 2012

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, June 7, 2012

### 8:30AM Registration & Refreshments

### 8:50AM Introductions Conference Chairperson

Heidi B. Goldstein, Partner, Chair, Firm wide Women's Initiative, **Thompson Hine LLP**

### 9:00AM KEYNOTE ADDRESS

#### Gender Diversity: Thinking Beyond Programs

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 the compensation arena, or in their partnership ranks? Carla Christofferson, managing partner of O'Melveny & Myers LLP's Los Angeles office, suggests that law firms can't program their way out of their gender diversity challenges. Her "radical" approach to ending implicit bias and creating environments where women succeed starts with not assuming that all women "need" or want accommodations.

Carla Christofferson, Managing Partner of **O'Melveny & Myers** (Los Angeles)

### 9:45AM PANEL DISCUSSION

#### Acquiring, Utilizing, and Maintaining Power & Influence

What critical skills are needed for women to successfully navigate their careers in a profession that currently does not support their advancement? Generally speaking, women are socialized to be deferential and less assertive, which can create a scenario of having to choose between being liked and being respected. Of course, women shouldn't have to choose—and without gender bias we wouldn't have to. The steps that leaders have taken to accelerate the advancement of women in the profession and the creation of "pathways for women to succeed" in this regard, is the right thing to do—but it has not yet netted the type of results we had hoped for. 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." Perhaps it's time for women to view their own power differently—to build their sphere of influence and to commit to using their power to effect change. It is not possible to build power and influence without taking risks and stepping outside of comfort zones. Risk avoidance is one of the greatest barriers to building power. This interactive panel discussion will illustrate how women can 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:

Lisa A. Borsook, Managing Partner, **WeirFoulds LLP**,  
Michele Coleman Mayes, General Counsel, **Allstate Insurance Company**,  
Roberta D. Liebenberg, Senior Partner, **Fine, Kaplan and Black**

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

### 10:45AM Morning Coffee Break

### 11:15AM 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 present the business case for gender diversity from both a law firm and corporate counsel perspective.

#### Panel:

Ellen Rosenthal, Chief Counsel, Pfizer Legal Alliance, **Pfizer Inc.**  
Heidi Levine, Partner, **DLA Piper**, others TBD

### 12:15PM Networking Luncheon

### 1:15PM 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**, Diane Fleming Averell, Principal, **Porzio, Bromberg & Newman P.C.**, others TBD

### 2:15PM PANEL DISCUSSION

#### Networking & Strategic Relationships — Who Needs Golf?

Access to key people (and critical information) can make all the difference with respect to reaching your goals. Perhaps it's not in our genetic make-up, but women simply do not engage in enough networking—particularly with other women. 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:

Janine Pollack, Partner, **Milberg LLP**, Camille Chin-Kee-Fatt, Director of Career Services, **Brooklyn Law School**, others TBD

### 3:15PM Afternoon Coffee Break

### 3:30PM WRAP-UP

#### The Best Law Firms for Women: What Are They Doing Right?

In this closing segment, Carol Evans, president and founder of Working Mother Media (which includes Working Mother magazine, workingmother.com, and National Association for Female Executives), will provide an executive summary on the *2011 Best Law Firms for Women* benchmarking results—including data on:

- Programs & policies—i.e. what the highest ranking law firms offer
- Representation of women at senior levels
- Impact of partnership structure on the advancement of women
- Leadership training, mentoring, and networking
- Information on access to and usage of programs such as flexible work arrangements, parental leave, childcare support

Attendees will also take a look behind the numbers at the most daunting challenges that women face in the profession—exploring important next steps and discussing how the corporate/client side can make a difference for women lawyers across the board.

Carol Evans, CEO & President, **National Association for Female Executives (NAFE)**

### 4:15PM Q & A / Closing Remarks

# Women Legal 2012 (NY)

	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 (law firms) \$895
- Registration/Admission (corporate/in-house) \$495
- Admission for Vendors/Solution Providers \$1495
- I am registering for this event by **April 13th** and would like to claim my 15% early bird discount!

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 forum will take place at the **AMA Executive Conference Center**, New York - located at 1601 Broadway, New York, NY 10019. For information regarding nearby hotels (most within walking distance to the venue) please contact Peter Franken at [pfranken@ark-group.com](mailto:pfranken@ark-group.com) or 312 212 1301. We hope to see you there!

**Who Will Attend This Forum**

**Women Legal 2012** 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 2012

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**THIS FORUM WILL BE HELD AT:**

**AMA Executive Conference Center**

1601 Broadway  
New York, NY 10019  
212.586.8100

<http://www.amaconferencecenters.org/new-york.htm>

**June 7, 2012— New York, NY**



*The executive conference center is conveniently located at 48th & Broadway (inside the Crowne Plaza Hotel) in the heart of New York City's bustling Times Square.*

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## **Recommended Hotels (most within walking distance to the venue)**

**Crowne Plaza Manhattan**

1605 Broadway  
New York, NY 10019  
212.977.4000 > Reservations  
<http://www.cpmantimessquare.com/>

**The Pearl—New York**

233 West 49th Street  
New York, NY 10019  
Tel: 800-801-3457 or 212-245-4000  
<http://www.pearlhotelnyc.com>

**Belvedere Hotel**

319 W. 48th Street  
New York, NY 10036  
212.245.7000 > Reservations  
<http://www.belvederehotelnyc.com/>

**Sheraton Manhattan**

790 7th Avenue  
New York, NY 10019  
212.581.3300 > Reservations  
<http://www.starwoodhotels.com/sheraton/property/overview/index.html?propertyID=425>

**Marriott Renaissance New York Times Square**

714 7th Avenue @ W. 48th Street  
New York, NY 10036  
212.765.7676 > Reservations  
<http://www.marriott.co.uk/hotels/travel/nycrt-renaissance-new-york-hotel-times-square/>

**The Lucerne—New York** (upper west side—short cab ride)

201 WEST 79 STREET NEW YORK, NY 10024  
212.875.1000 OR 800.492.8122  
<http://www.thelucernehotel.com/>

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# Directions and Maps

## **AMA New York Executive Conference Center**

1601 Broadway

New York, NY 10019

The following can be used as a guide for your visit to the Executive Conference Center, New York. If you should have any further questions, please do not hesitate to call us at 312-212-1301.

## **Directions**

American Management Association (located in the same building as the Crowne Plaza Hotel) 1601 Broadway at 48th Street near Times Square. Entrance is on 48th Street.

### **From PENN PLAZA to 1601 BROADWAY (Fastest Route):**

1. Going west on W. 33rd St. toward 8th Ave. 0.11 miles
2. Turn RIGHT onto 8th Ave. 0.85 miles
3. Turn RIGHT onto W. 50th St. 0.12 miles
4. Turn RIGHT onto BROADWAY. 0.06 mile

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

## **Transportation**

Airport Transportation:

Transportation to/from the airport is available for a fee via Super Shuttle. Upon arrival at the airport, proceed to the Ground Transportation desk located near baggage claim, the Super Shuttle agents there will assist you. For your return trip to the airport, contact Super Shuttle at least 24 hours in advance at 1-800-BLUE-VAN x3. New York taxi cabs are also available and rates can vary depending on the airport.

**These three airports serve New York City:**

**John F. Kennedy International Airport**, approximately 15 miles (estimate one hour travel time) from mid-Manhattan.

**LaGuardia Airport**, approximately 8 miles (estimate 30 minutes of travel time) from mid-Manhattan.

**Newark International Airport**, borders on the cities of Newark and Elizabeth, NJ, approximately 16 miles (estimate 45 minutes of travel time) from mid-Manhattan.

### **Parking:**

There are parking garages available on 48th and 49th streets, as well as at the Crowne Plaza Hotel.

### **Bus:**

From Uptown: **M 7, M 10, M 104**, exit at 50th St. and Broadway.

From Downtown: **M 10, M 104**, exit at 49th St. and 8th Ave.

**M 5, M 6, M 7** exit at 49th St. and 6th Ave.

# SUBWAY



To 47th-50th St.-Rockefeller Center



To 50th St. & 8th Avenue



To 50th Street



To 49th Street



To 51st Street

