

LCLD 2016 Pathfinder First Meeting Agenda

Microsoft Corporation | Redmond, Washington | April 14-16, 2016

April 14, 2016

6:00 - 8:00 PM

Welcome Reception at Pearl

Hosted by Lane Powell, PC, with Remarks by Thomas W. Sondag, Vice President, Lane Powell, PC

Pearl restaurant is located at 700 Bellevue Way NE, Suite 50, which is less than a five-minute walk from The Westin Bellevue.

April 15, 2016

7:20 AM

Meet in The Westin Bellevue Lobby for Shuttle to Microsoft

The shuttle will leave promptly at 7:30 am to go to Microsoft. If you do not take the shuttle, then you will be responsible for your own transportation. The meeting will take place at Microsoft's Redmond Campus at the Conference Center Building 33 in the Hood Conference Room, which is located at 16070 N.E. 36th Way, Redmond, WA 98052.

8:00 - 9:00 AM

Breakfast

9:00 - 9:15 AM

Welcome & Orientation

*Lori L. Lorenzo, Program Director, LCLD
Andrea Grieco, Attorney, Microsoft Corporation; 2015 Pathfinder*

9:15 - 10:15 AM

The Leader Within

Angela Vallot & Mitchell Karp, Partners, VallotKarp Consulting

Every leader has a different path to success, but there are often similar challenges along the way. One such challenge is a phenomenon known as the imposter syndrome. While everyone experiences feeling like an imposter at some point in their career, research shows that women, people of color, and others in the numeric minority may be more susceptible to this phenomenon. In this opening session you will learn about the imposter syndrome and how to overcome it.

10:15 - 10:45 AM

Break

10:45 AM - 1:00 PM

Know Thyself: Self-Awareness Using the TypeCoach MBTI Tool

Carrie J. Fletcher, Executive Director, Harvard Law School Executive Education

Every successful professional must have the desire and ability to engage in

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self-assessment. This session will use the TypeCoach Myers-Briggs Type Indicator tool to help you understand your own default preferences around communication, information processing, and decision making. You'll also learn to identify key aspects of preferences that differ from your own, and will strengthen your ability to tailor your interactions with others so that you communicate with increased clarity and effectiveness.

1:00 - 2:00 PM

Lunch

Remarks by Brad Smith, President and Chief Legal Officer, Microsoft Corporation; Chair, LCLD Board of Directors

2:00 - 3:30 PM

Getting to Know the Company: Microsoft

*Rima Alaily, Assistant General Counsel, Marketing, Microsoft
Hossein Nowbar, Vice President and Deputy General Counsel, Cloud & Enterprise Business and Research & Advanced Technologies, Microsoft
Nick Psyhogeos, President, Microsoft Technology Licensing, LLC
Dev Stahlkopf, Deputy General Counsel, HR Legal, Microsoft
Moderated by Jason Barnwell, Senior Attorney, Microsoft; 2016 Fellow*

3:30 - 4:45 PM

Microsoft Campus Tours

You will get an inside look at the Digital Crimes Unit (DCU), Cyber Defense Operations Center (CDOC), Hardware Lab, and 88 Acres.

4:45 - 6:30 PM

Branding, Networking & Relationship Building

Elise Holtzman, President, The Lawyer's Edge

Growing and nurturing worthwhile professional relationships will lead you to opportunities that won't come by simply doing good legal work. First, learn the most effective ways to engage in networking and how to do so in a manner that aligns with your goals, personality, and values. Then, discover how identifying and conveying your unique brand can help you stand out from a very crowded field of lawyers so you can create the professional future you want and deserve.

6:30 PM

Board Shuttle to The Westin Bellevue

If you do not take the shuttle, then you will be responsible for your own transportation back to the hotel. The Westin Bellevue is located at 600 Bellevue Way NE, Bellevue, WA 98004.

7:15 PM

Dine-Arounds

Join your fellow Pathfinders for dinner at a local restaurant. Meet with your group in The Westin lobby 30 minutes prior to your reservation time. All restaurants are located within walking distance or a short cab ride from the hotel. Please note that Dine-Arounds are at the Pathfinders' expense.

April 16, 2016

7:20 AM

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9:00 - 9:30 AM

Networking Debrief

Elise Holtzman, President, The Lawyer's Edge

This is a short discussion of your experience networking with fellow Pathfinders during last night's Dine-Arounds. What did you do differently? What approaches worked or didn't work for you and why? Share your observations with the group and start considering how you might adjust your networking style in the future.

9:30 - 11:00 AM

Case Study

*Carrie J. Fletcher, Executive Director, Harvard Law School Executive Education
Chuck Riley, President, Lane Powell, PC; LCLD Member*

Our session on the Harvard Law School case, "Sponsorship at Wilmer Cutler & Pickering: Yoon-Young Lee," will involve a discussion of sponsorship, mentoring, professional/people development, and how different members of an organization can contribute to (or detract from) attempts to establish cultural norms and behaviors. You will learn the difference between sponsorship and mentorship, and what you can do to find and develop your own sponsor-based relationships.

11:00 AM - 12:30 PM

LCLD Fellows Panel: My Path to Success

*Caldwell Camero, Senior Trademark Counsel, Fluke Corporation; 2014 Fellow
Jack C. Chen, Assistant General Counsel, Employment Policy & Strategy, Microsoft; 2011 Fellow
Jill R. Long, Shareholder and Director of Professional Development and Diversity, Lane Powell, PC; 2014 Fellow
Elke Suber, Assistant General Counsel, Retail, Microsoft; 2011 Fellow
Katina A. Thornock, Director, Corporate Counsel, Starbucks Corporation; 2014 Fellow
Moderated by Eva Turella, Talent Acquisition Director, Microsoft*

A panel of law firm and in-house Fellows discuss key elements to success in their organizations and true stories of their own successes (and failures) along the way. They will share tips for navigating difficult choices and things they wish they had known earlier. Fellows will also host breakout

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discussions with small groups of Pathfinders after the panel presentation.

12:30 - 1:30 PM

Lunch

1:30 - 3:30 PM

Scenario Work

John Mitchell, "The Purple Coach" and Owner, KM Advisors, LLC

There are critical decisions to be made at every step in one's career. This program will focus on the challenges facing young attorneys as they begin to move up in their organizations. Rather than simply sharing tips and best practices, this workshop will be highly interactive with role plays and small group activities to allow each participant to explore critical career decisions like developing mastery in an area of their interest rather than a supervisor's desire, soliciting feedback about all aspects of their work, adding value to the organization, and its customers and clients, and figuring out how to overcome institutional obstacles.

3:30 - 5:00 PM

Leadership Essentials: Build Your Ability to Deliver and Receive Feedback

Chris De Santis, Specialist in Management and Organization Development

Both giving and receiving tough feedback is difficult, but feedback is an essential part of learning and growth. Learn to master two skills in this session: first, build the trust required to elicit difficult but career-building feedback from colleagues and, second, develop the courage necessary to give honest feedback to others.

5:00 - 5:15 PM

Closing Session

Lori L. Lorenzo, Program Director, LCLD

5:15 PM

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