

ISSUE NO. 01
Winter 2018

Newsletter

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FROM THE PRESIDENT

Kim Metrick

*President, Coalition of Women's Initiatives in Law
Walgreen Co.*



Dear Coalition Members and Supporters:

Happy 2018! I am excited to lead the Coalition this year. A few of you have asked ... what are your priorities for the Coalition? There are so many things to accomplish but a few immediately come to mind ... to continue to expand member engagement and ensure that our programs tap into the diverse needs of our members and promote an inclusive and welcoming environment. Another goal is to include women's initiative programs that not only promote professional development but also promote a healthy mind and body – critical to our personal and professional happiness.

Speaking of priorities, a mentor once told me that the secret to success is to always keep your priorities in check. For me, in the never-ending quest to be the best employee, partner, parent, leader, daughter and friend, keeping priorities in check is no small feat. I am often reflecting whether my actions are in synch with my priorities. To share pearls of wisdom on achieving balance, I am excited to welcome Wellness Coach Pam Gross and Paula Davis-Laack, a former practicing lawyer and stress resilience expert, as regular contributors to the Coalition newsletter. I know that Pam and Paula will inspire us to stay on the "on road" to professional success and wellness as we navigate through the stresses in our lives.

As you can see from the list of events, we have some great programs lined up. Our

Coalition Programming will kick off with our "After-Holiday" party on January 17, 2018, at Bar Cargo from 6:00-8:00. Our annual meeting will take place on January 24, 2018 at Little Goat. On February 6, 2018, Paula Davis-Laack will be the keynote speaker, joined by Earl Barnes, II, SVP and General Counsel of Advocate Healthcare, Kristin Coleman, EVP, General Counsel and Chief Compliance Counsel, US Foods, and Jami Wintz McKeon, Chair of Morgan Lewis, at the Managing Partner/General Counsel Dinner at East Bank Club, where Paula and our esteemed panel will discuss the importance of stress resilience in the practice of law. Although the program is geared toward senior counsel, all Coalition delegates and members are welcome at this event. [RSVP here](#).

I hope that one of your priorities in 2018 is to become more involved with the Coalition. After all, the Coalition and its great programming can't be successful without the support of all of you. Get involved! We have a number of Committee Leadership opportunities available and we would love to see you at upcoming programs.

Thank you for all you are doing in support of the Coalition. Hope to see many of you on January 17 at the Coalition After-Holiday party, the January 24 board meeting and next month on February 6 at the MP/GC Event.

Here's to a great 2018! »



Simply Well

by: Pam Gross

What does healthy mean to you?

It's a question I pose to all my health-coaching clients, and then I wait as I watch their eyes spin through images in their mind like a high-speed wellness rolodex. When they stop at the realization that the healthy they are seeking now is more than skin deep, I can see it in their gaze.

They never answer me in numbers... 120 lbs, size 4 jeans, 1200 calories. It's further proof to me that "healthy" comes from a deep feeling within and is more about gaining new connections to self than losing weight.

Getting healthy is about getting well. It's healing from the inside out. It's why the calories in and calories out method doesn't work for long. Food and exercise are only part of the process. You need to change your relationship to self to change the way you feel.

For the New Year, I ask my clients to focus on their intention, not resolutions. Goal and outcome

oriented, resolutions tend to create more stress and disappointment when we fall short. An intention, though, is about a feeling and the journey we take with that feeling as our guide. I begin every yoga class I teach asking my students to find their intention... Why did you show up? What do you want to feel? When they find it, we practice using our intention is the beacon that we shoot for as we move.

Truly, though, it's a practice for life off the mat. Can you stay connected to how you want to feel as you move through your day? Whether it's something you eat or a business decision to make, can you put your thoughts aside and move down to your heart for guidance?

As you settle into the New Year with a clean-slate start, take a moment to ask yourself why you showed up. What do you want to feel? As you practice honoring your intention, "your healthy" will come into focus and you'll begin see the way to simply feel well is to simply just feel.

Thank you for inviting me in to share some thoughts on wellness. You can read more about me in my bio, but I'm just like you... trying to live the best life possible. In this space, I plan to share lessons learned to make healthy living easier. Often, our plan to get healthy includes an impossible to-do list. When we let ourselves down, we toss our celery sticks out in the sink water. My hope to is help you shift your perspective about health, find new healthy habits that work for you and treat yourself well. »

As a certified holistic health coach, certified yoga teacher and healthy food blogger, Pam created a whole-life wellness program and healthy prepared food delivery business to help her clients ignite a blissful vibrancy from the inside out. Learn more about Pam's wellness offerings at www.pamgross.com, her healthy recipes at www.thebreadandbuddha.com and her healthy food delivery business at www.thebreadandbuddhkitchen.com.

What Resilient Lawyers Do Differently

By: Paula Davis-Laack



The legal profession is in the middle of [rapid and continuous change](#). Clients are spread out around the world, and firms must have a global presence and provide a global skillset. Busy lawyers, already maxed out by the general pressure and stress of the profession, are trying to keep up with practice areas that are becoming more specialized and complex. Lawyers must not only be capable legal technicians but also have business fluency, process and project management expertise, an understanding of the role technology plays in legal services delivery and be ready to solve clients' complex problems by collaborating with other professionals in an innovative way.

Being able to adapt to this changing environment is foundational to resilience. Resilience is a person's capacity for stress-related growth, and lawyer personality research reveals that lawyers as a population tend to be quite low in the trait. In fact, [many lawyers](#) score in the 30th percentile or lower, revealing thin-skinned tendencies, taking criticism personally, and being overly defensive and resistant to feedback. The reason for these low scores, I believe, is that the two main building blocks that build resilience, (1) thinking flexibly about challenges and framing adversity in an accurate way; and (2) developing high-quality connections with others, are frustrated by lawyers' exceedingly high levels of skepticism (measured in the 90th percentile) and exceedingly low levels of sociability (measured in the 12th percentile).

[The National Task Force on Lawyer Well-Being](#) recently recommended that one of the important things law firms and organizations can do to help build lawyer well-being is offering courses, information and workshops on developing

resilience using the Army's own resilience training as a model. I was fortunate to teach resilience skills to soldiers for more than three years, and I have been encouraged by the application of this skillset within the legal profession. Based on my work, here are five key things that resilient lawyers do differently:

They see resilience as a core leadership skill. Law firm talent management consultant Terri Mottershead believes that, "In the new normal, it is critical that law firms place [resilience] high on the list of "must haves" in their leadership job descriptions and support its development in emerging leaders." In addition, Harvard law professors Scott Westfahl and David Wilkins [identify resilience](#) and cognitive reframing as important leadership and professional skills lawyers should develop. Separately, research from the [Army program](#) showed that officers with higher levels of resilience were promoted ahead of schedule, were assigned tougher tasks, and achieved the rank of a one star general faster than their low-resilience counterparts.

They build the type of confidence that grows resilience. Successfully navigating challenges gives you a template to manage future adversity; in fact, not experiencing any hardship actually [lessens or undermines your resilience](#). The belief in your ability to overcome adversity and achieve your goals is called self-efficacy, simply a fancy word for the type of confidence that grows resilience. You [build self-efficacy](#) by building on small wins, through observational experiences (watching other people bounce back triggers, "I can do this too") and by getting frequent feedback about what's going right.

They cross-examine their own thinking. Lawyers spend years

learning, and then practicing how to "think like a lawyer." Professionally, lawyers are responsible for doing all of the due diligence in a matter, analyzing what could go wrong in a situation and steering their clients away from negative impact. That's important when lawyers are engaged in the practice of law; however, when lawyers practice looking at issues through such a pessimistic, rigid lens 12-14 hours a day, that thinking style becomes harder to turn off when it's not needed. Ultimately, it can undercut leadership capabilities, interactions with clients, staff and family and the way life is viewed generally.

Resilient lawyers [cross-examine](#) and reframe their unproductive thinking in the following ways:

1. They seek to quickly understand where they have a measure of control, influence or leverage in the situation instead of wasting their time and energy on things they can't control.
2. They look for measurable and specific evidence to support the accuracy of their thoughts.
3. They look for the middle ground to diffuse black-and-white or all-or-nothing thinking styles.
4. They think about what they would tell a friend in the same situation (we often say things to ourselves that we wouldn't say to a friend or family member).

They cultivate relational energy. Lawyers cultivate high-quality relationships by paying attention to their "relational energy." Relational energy is how much your interactions with others motivate, invigorate and energize, rather than drain or exhaust. Not surprisingly,



Resilient Lawyers

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research showed that a person's relational energy network predicted both job performance and job engagement better than networks based on influence or information. Recently, [Microsoft](#) revised how it works with outside law firms hoping to develop deeper relationships with outside counsel that extend beyond the billable hour. One aspect of Microsoft's new Strategic Partner Program is to establish new networks to connect women and ethnically and racially diverse lawyers who represent the company.

They know the difference between perfectionism and striving for excellence.

Psychologists [define](#) perfectionism as a "multidimensional personality trait characterized by striving for flawlessness and setting exceedingly high standards of performance accompanied

by overly critical evaluations of one's behavior," and it includes a range of dimensions. [Perfectionistic strivings](#) are aspects of perfectionism that are self-oriented, internally focused and are associated with having high standards. Perfectionistic concerns are aspects of perfectionism that are outwardly-oriented, other focused and are associated with worries about making mistakes, fear of negative social evaluation and drive the thought, "What will other people think?"

Perfectionism generally can be associated with a number of negative outcomes, but it's [perfectionistic concerns](#) that are the bigger problem. Perfectionistic concerns drive higher levels of anxiety, burnout, less healthy coping strategies and a rigid, all or nothing mindset. In addition, perfectionistic concerns are linked to defensiveness (note the link between defensiveness and low resilience mentioned above), finding fault with yourself and

others (lawyers jump at the chance to spot misstatements, misspellings or flaws and see it as vitally important to correct people when they make a mistake), inflexibility, excessive need for control and not being able to trust others with your work.

As the profession continues on the path of change and as lawyers continue to try out new products, services and ways of doing business, failure will happen as a natural by-product of innovation. In order to be an impactful lawyer and an effective leader in this era of continuous change, resilience must be part of your toolkit.

[Paula Davis-Laack](#) advises law firms and teaches lawyers about how to incorporate resilience strategies to better handle stress and manage the challenges and setbacks faced in business development and innovating in high pressure, changing environments.

UPCOMING EVENTS



Coalition 'After-Holiday' Party

Wednesday, January 17, 2018
6:00 to 8:00 p.m.

Please join us at Bar Cargo for an evening of cocktails, hors d'oeuvres and rich conversation to ring in the New Year and celebrate another successful year for the Coalition!

Bar Cargo

605 N Wells Street
Chicago, IL 60654

Click here to register!

Fifth Annual MP & GC Forum

Tuesday, February 6, 2018
5:30 to 8:00 p.m.

General Counsel, Managing Partners and Coalition Members are invited to join us for dinner and an interactive discussion on the importance of resilience in today's legal environment. This program is aimed at senior-level attorneys practicing in both corporate and private practice settings.

Panel:



Kristin M. Coleman
Executive VP, General Counsel and
Chief Compliance Officer
US Foods Holding Corporation



Earl J. Barnes, II
Senior VP & General Counsel
Advocate Health Care



Jami Wintz McKeon
Partner, Chair of the Firm
Morgan, Lewis & Bockius LLP

Keynote Speaker:



Paula Davis-Laack,
JD, MAPP
Davis Laack Stress &
Resilience Institute

Click here to register!

East Bank Club

500 North Kingsbury Street
Chicago, IL 60654

Illinois CLE credit pending approval

MEMBER SPOTLIGHT: Carolyn A. Blessing

Partner, Locke Lord LLP



Describe what you do.

My practice focuses on IP Pharmaceutical matters and Hatch-Waxman litigation. I represent pharmaceutical and biotechnology companies in all aspects of federal intellectual property litigation, including pre-litigation activities, Paragraph IV Certifications, filing, fact and expert discovery, claim construction, motion practice, pre-trial, trial, post-trial, and appellate phases.

When did you first join the Coalition?

March of 2012, when I moved my practice from New York to Chicago.

What positions have you held in the Coalition?

I was a co-chair of the Associates' Committee from 2014-2016, Treasurer of the Coalition in 2016 and 2017, and am currently serving as Vice President.

What was your first job?

My first "real" job was at a "tex-mex" restaurant called Cactus Grill. My career as a food runner and busser was brief.

What is your fondest career memory or highlight?

There are a few, but the fondest of the moment was my first cross of an expert witness at trial. Despite being a difficult witness with a scientific background different from my own, I managed to get clean testimony which contributed to a victory for our client.

What is the best advice you ever received?

Treat everyone with respect – colleagues, staff, vendors, public servants, and especially opposing counsel. Among other things, you have no idea what influence a person might have, now or in the future.

What advice you would give to a woman lawyer just starting out (or mid-career)?

Your own credibility is your greatest asset – don't be afraid to speak-up and protect it. Also, keep track of your accomplishments big and small – no one else will. This will help you advocate for yourself throughout your career, and it is amazing what you forget if you don't write it down.

To what do you attribute your success?

Optimism, organization, perseverance, and the support of some fantastic colleagues and friends.

What's your favorite Coalition program you've attended?

Probably the first ever Judges Panel. After assisting with planning and hoping that the program would go well, we were all blown away with the dynamic and inspiring stories and advice from the panel.

Where do you hope to be in 5 years?

In 5 years I hope I am a successful Locke Lord partner who is cultivating her own book of business while continuing to find ways to nurture my relationships with family and friends and give back to the profession and the community.

Coffee or tea?

Almost always cappuccino – but I am also partial to earl grey tea. »

Questions or Comments?
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