

MBHB's Responses

Q: In your organization is there a point person, committee or group for women's initiatives?

A: Yes, PINK (**P**artners **I**n **N**etwo**K**ing) is our firm's formal group supporting our female professionals. The group is currently led by two of the female equity partners in the firm (one of which is also a member of the firm's Management Board). The group is open to all female professionals in the firm, which includes partners, associates, law clerks and technical advisors.

Q: To the extent your organization has a person, committee or group for women's initiatives; do they have a mission statement or goal? If so, what is it?

A: Our group does not have a mission statement, but it does have clearly defined objectives. Specifically, it is a platform designed to serve the professional needs of our group members in achieving advancement and success. The primary objective of the group is to promote and support the business development efforts of its female professionals. By using this goal as our focus, we are also able to address secondary goals such as mentoring, professional development, network building within and outside the firm, and retention.

Q: What were the key success factors in starting a women's initiative at your firm?

A: From the standpoint of the firm as a whole, one of the keys to our success was having the support of the equity partnership not only in the formation of the group, but also in development of its objectives. From the standpoint of the group, the success factors are not only the clear group objectives but also the personal commitment by *each* individual group member to set and follow through on specific goals supporting the overall group objectives.

Q: Are there any on-going or scheduled projects or events geared toward that mission statement or goal?

A: We are in the process of creating a private LinkedIn.com-based PINK group to facilitate group discussion and interaction outside of our regularly scheduled monthly meetings. We are also in the process of planning a fall client event.

Q: What are your most successful events toward that mission statement or goal, and what made those events so successful?

A: Because the group is still so new, we have not had many events to date. However, the group sponsored a well-attended client event in conjunction with the River North Dance Chicago's Women in Motion Event held in April. Part of the success of the event is attributed to every member of the group committing to, and following through with, an obtainable goal in conjunction with the event. In this case, it was securing at least one outside guest to attend the event. The success of each individual member in this effort combined to achieve a greater overall group success.

Q: How is your organization recognizing its internal superstars and/or rising stars in its women's initiatives?

A: As part of our regular agenda for our monthly meetings, we have instituted a success sharing portion. This is an important part of our regular meetings for two reasons. First, it gives every group member practice in speaking about her recent success. The more we each practice speaking about our successes within the group, the more likely we are to speak about our successes outside the comfort of the group as well. Second, the success sharing helps to encourage camaraderie and collaboration among the PINK members.