

ISSUE NO. 02
Spring 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 Spring! This year is flying by and I hope you have taken advantage of the Coalition's great programming this year. In February, we had a wonderful turn-out at our Managing Partner/General Counsel Event at the East Bank Club where we heard our esteemed panelists and Paula Davis-Laack share pearls of wisdom on the importance of building resiliency in the law. In March, we were honored to have Peter Bensinger inspire and entertain us with his encore performance of Stagecraft II helping to sharpen our executive presence and presentation skills both inside and outside of the courtroom. We were also fortunate to hear Steve Fretzin share valuable tips on building relationships and business development. Finally, our Outreach and Inclusion committee held its kick-off meeting with a lively discussion on opportunities to drive inclusion and diversity initiatives both inside and outside of the Coalition. I am pleased to announce that Esther Contreras, Gray Mateo, and Mandi Wolfman will be leading this Committee with Sonya Rosenberg continuing to maintain an advisory role. We are so lucky to have diverse, passionate and talented women spearhead this important initiative that is at the core of our mission.

As you can see from the list of events in this newsletter, we have great programs in store for April and May. Up next, the Associates Committee will be hosting a program entitled "Navigating the Gray Areas in a World of Me Too" on April 17 from 12-1:30pm at Katten Muchin Rosenman. We are also pleased to be presenting this panel

via webinar, so even if you cannot attend in person, we welcome you to attend remotely.

A dear friend and former colleague recently shared a Harvard Business Review article on "Do Women's Networking Events Move the Needle on Equality?" Spoiler alert: The answer is a resounding "yes!" Indeed, after studying over 2,600 women, the Harvard Business Study research confirmed the intrinsic value (both social and financial) of networking and the true power of strategically connecting with women which is a primary mission of the Coalition. In fact, research has shown that networking builds confidence and the capacity to innovate, often leading to further advancement. To build even stronger connections with our Delegates, I am pleased to announce the Spring Wine Tasting and Networking Event by invitation only on Tuesday, May 15 exclusively for active member Delegates and Associate Delegates. If your law firm or company has not identified Coalition delegates for 2018, please send delegate names to [Jen Mifflin](#) so that they can attend this terrific event.

Did you know that the noun coalition comes from the Latin word *coaliitō* meaning "the union of diverse things into one group" or "the growing together of parts"? I know that I continue to grow and am inspired by all of the amazing women that I have met through the Coalition.

Thank you for your continued support and all that you are doing as part of the Coalition. Hope to see many of you at the #metoo and Spring networking events. »

Sweet Stress

by: Pam Gross

As a health coach, I meet most my clients when they're not feeling so great. I get much joy in explaining that despite this, their bodies are working perfectly. Our bodies are complicated networks of systems that are programmed to process any input it receives – food, environment, lifestyle – and churn out a result. In other words, the way we live isn't making us feel so good. To change this, we need to change the input.

For most people, the formula to a healthier life means: Eat less. Move more. Stay committed. We've seen it work, and then we beat ourselves up for being weak when we binge.

Frustrating? Yes. Our fault? No. At the root of all the ill-fated, maddening attempts we've tried to improve our health is stress. Simply, here's why: stress and sugar work together as a team biologically by design. Yet, when bound together chronically, they can create inflammation (bad output) in the form of joint pain, insomnia, mood shifts, brain fog, digestive issues, weight gain, hormonal issues, headaches, congestion, diabetes, and other serious conditions.

To complicate matters more, the stress-sugar cycle is critical to our survival. Our hunter-gatherer body feels stress for protection and uses its relationship with sugar to help gain weight, store fat or use it for energy to respond to danger.

Our modern bodies are now stuck chronically in this (intended



intermittent) stress-sugar cycle. When we turn to carbs when stressed, our bodies turn them into sugar. So bread, chips, wine, bread, cookies, it doesn't matter. We're all addicted to sugar – and stress for that matter.

Rather than feel annoyed with yourself that you can't control your cravings, constant snacking or a "reward" after a long day, have compassion knowing that your body is struggling to manage your chronic stress. To feel alert, rested, energized, calmer, grounded, lighter, we need to give our bodies new information. Aside from moving to a monastery or giving up sugar for good, here are some practical suggestions to help...

- 1) Eat healthy carbs, whole foods that contain fiber to slow down sugar absorption. Think berries, quinoa, sweet potatoes.
- 2) Enjoy healthy fats to satiate and feed your brain - it's made of

fat. Think olive oil, nuts, salmon, avocado.

3) Have breakfast within 30-60 minutes of waking. Skipping breakfast is more stress for the body. Coffee doesn't count. A small handful of almonds or 1 T of almond butter does if you're not a big breakfast fan. Protein, fat and fiber (eggs with sautéed veggies or smoothie with greens/berries, nuts and flax) preferred.

4) Get back to nature. Our natural habitat is outside and we have very similar survival needs to plants: water, air, sunshine and the earth.

- Drink water equal to half your body weight in ounces.
- Get outside for fresh air and sunshine each day.
- Absorb the earth through eating plants, walking barefoot in the grass or gardening without gloves. Spring's almost here!

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Sweet Stress

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5) Take 5-15 minutes each day to unplug and connect back to self. Start with 5 deep inhales and exhales. You can transition this into a short meditation. Simply close your eyes, sit up tall, and go back to the breath when your mind wanders.

6) Rest. We are all champions of our own lives, and like any athlete, we

need time in recovery mode. Avoid vigorous exercise after a long, stressful day. Unplug by 8:30pm. Take a bath. Get to bed earlier. Wake up later. »

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.

How to Build Your Confidence & Conquer Self-Doubt

By: Paula Davis-Laack



Confidence is an important part of success. When you doubt your capabilities, it's [more likely](#) that you will give up prematurely or settle for poorer solutions when faced with obstacles, setbacks and failures. The type of confidence that helps you achieve is called self-efficacy, and it's the general belief in your ability to solve work/life challenges and succeed. It's also domain specific, which means that you may feel highly confident negotiating a contract but have little confidence leading a new committee.

Self-efficacy is also highly developable. While you can build your confidence generally, it's best to pick a targeted area to develop. First, start by deciding which area of efficacy you want to build: Your negotiating efficacy? Public speaking efficacy? Business development efficacy? Client interaction efficacy? Then map out how you want to

develop it based on the categories below. Self-efficacy is [developed](#) in the following ways (in order of effectiveness):

Mastery experiences. Mastery experiences have been shown to be the most effective way to build your confidence. They are simply you getting a chance to learn by doing and being successful at the performance of new skills.

Vicarious experiences. These are observed experiences where you learn by watching others. Attending hearings and closings will help you develop confidence in your law practice. Ask to attend client pitch meetings and take notes about what strategies the attorneys use with potential clients.

Verbal persuasion. Confidence is also developed when you learn by being coached by a credible and respected source about your efforts. Quick praise given by someone

you barely know is like confidence fast food – it will feel good in the moment but will then go straight to your hips (and will soon be forgotten). Effective self-efficacy builders express confidence in your ability to succeed and will look for opportunities for you to do so, will give you feedback and guidance and will recognize you for a job well done.

The personal and professional benefits of self-efficacy are numerous:

- Self-efficacy has been shown to be a [strong predictor](#) of positive affect and activates adaptive coping strategies, such as planning, positive reframing and acceptance.
- Those with high self-efficacy are [better able](#) to identify new business opportunities, create new products, think creatively, commercialize

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Build your Confidence

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ideas and persevere under stress and pressure.

- Professionals with high self-efficacy perceive more of their [work demands](#) as challenge demands (i.e., the effortful parts of your work that you view as pathways to growth), which leads to more engagement at work and less burnout.

Most importantly, when you develop these beliefs about your capabilities, they stick. A strong sense of self-efficacy [has been](#)

[shown to predict](#) coping behavior five years later, health functioning four years later and maintenance of habit changes over long time intervals. () In addition, building your self-efficacy in one area of your work or life spills over into other areas – your brain says, “bring it on” to all sorts of challenges and new opportunities to learn.

Having a confidence mindset applies to both new attorneys and seasoned professionals alike. Please let me know how you plan

to develop your confidence this year!

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

Navigating the Gray Area in a World of #MeToo

Tuesday, April 17, 2018

12:00 p.m. - 1:30 p.m. (In-person & Webinar Options)

Join the Associates Committee of the Coalition for a panel discussion featuring professionals with varied backgrounds, experiences and perspectives engaging in a discussion inspired by the #MeToo movement, including how to identify and address difficult situations in the workplace, how to advocate for yourself and others and how to avoid letting gender stereotypes and implicit bias impede your path to success.

Katten Muchin Rosenman LLP

525 W. Monroe St., 19th Floor
Chicago, IL 60661

One-hour of CLE credit pending approval.

Panel:

Rachel Ablin
Founder, Ablin Law PC

Drahcir Smith
Partner, Riley Safer Holmes
& Cancila LLP

Heidi Stevens
Journalist, Chicago Tribune

William J. Tarnow
Partner, Neal, Gerber &
Eisenberg LLP

[Click here to register.](#)

Advance Screening of 'RBG' - Documentary about Justice Ruth Bader Ginsburg

Wednesday, May 2, 2018 | 7:30pm

Met with rave reviews at the Sundance Film Festival in January, RBG is a documentary that explores the exceptional and inspirational life and career of Supreme Court Justice Ruth Bader Ginsburg and her commitment to harnessing the power of the law to champion a more equitable society for all.

The Coalition invites you to celebrate the vital role that the law plays in protecting and upholding the values of this country by hosting an invite-only, pre-release screening of RBG before the film opens in theaters. Preview the trailer [HERE](#).

Landmark Century Centre Cinema

2828 N. Clark Street
Chicago, IL 60657

Seating is limited. [Click here](#) to register today!

In-House to Power House Session I: Webinar featuring Paula Davis-Laack

Thursday, May 3, 2018

12:00 p.m. - 1:00 p.m.

For those of you who were lucky enough to hear Paula speak at the Fifth Annual Managing Partner and General Counsel Forum at the East Bank Club in February, you know she has some terrific advice about resilience. This program is expected to qualify for 1.0 hour of Mental Health CLE credit (now required in Illinois). Please mark your calendars for May 3rd and watch your emails for a formal Coalition invitation.

Bloomington's Fashion Event

Wednesday, May 9, 2018 | Evening Event

Please mark your calendars for May 9th and watch your emails for a formal Coalition invitation.

Coalition Delegate-Only Wine Tasting & Networking Event

Tuesday, May 15, 2018

Please mark your calendars for May 15th and watch your emails for a formal Coalition invitation.

MEMBER SPOTLIGHT: Malaika Tyson

Partner, McAndrews, Held & Malloy



Describe what you do.

I help clients formulate and implement effective intellectual property development and protection strategies. My practice focuses on corporate IP strategies including patent and trademark prosecution, competitive IP analysis and portfolio management, IP due diligence, and post-grant proceedings.

When did you first join the Coalition?

In 2010 as a 2nd year law student.

What positions have you held in the Coalition?

I have been an Associate Delegate and Chicago Board Member.

What was your first job?

My first job was in High School. I worked at the Chicago Academy of Sciences (now known as the Peggy Notebaert Nature Museum) as a docent and researcher through its (now known as) TEENS program.

What is your fondest career memory or highlight?

Helping a start-up client grow their patent portfolio which enabled them to secure a multi-million financing deal.

What is the best advice you ever received?

Don't be quiet at a meeting, always speak up even if you already know the answer.

What advice you would give to a woman lawyer just starting out?

Decide what being a successful lawyer means to you and don't let others define your version of success.

To what do you attribute your success?

Intelligent women who have been open about their challenges and trained me to do great work as well as male sponsors who have supported and encouraged my legal development.

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

The Leadership Forum is always one of my favorite Coalition programs. The energy in the room is always amazing and leaves me feeling invigorated and motivated to keep pushing the diversity needle forward.

Where do you hope to be in 5 years?

I'm constantly working to improve myself and hope that these improvements translate to a continued growth in my practice, becoming a Shareholder at McAndrews, and continuing to work within the legal community to increase the numbers of women and minorities practicing law.

Coffee or tea?

Tea! »

Questions or Comments?
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