

ISSUE NO. 03
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Newsletter

IN THIS ISSUE



From the President

pg. 1



Finding Peace

Pam Gross

pg. 2



What Makes Lawyers Happy? It's Not What You Think.

Paula Davis-Laack

pg. 3



Upcoming Events

pg. 4



Member Spotlight

Jenny Waters

pg. 5

FROM THE PRESIDENT

Kim Metrick

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



Dear Coalition Members and Supporters:

I hope you are enjoying our beautiful summer. We have had a busy Spring/Summer hosting a number of terrific programs including our RBG Private Screening, Delegate Networking Event, In House Building Resilience Program presented by Paula Davis-Laack and our annual Sixth Annual Judges Panel. We also launched our new Coalition website at www.thewomenscoalition.com which is so exciting! I encourage you to take a look at the website's refreshed design and functionality. Special thanks to Nicole Auerbach, Katherine Minarik and Jen Mifflin for getting the website across the finish line. In June, I received the Rise Up and Reach Back Award presented by the Women's Bar Foundation, whose primary mission is to raise monies for law school scholarships and provide financial aid to qualified women. It's an impressive organization and I am so grateful for the Coalition's support of this wonderful event.

Last month, I was privileged to join Caren Ulrich Stacey and the Diversity Lab team for two days of inspiration and ideation for the first of two sessions at the Diversity Lab Fall 2018 Diversity Hackathon. The hackathon featured keynote speaker Dr. Nicholas Pearce, Associate Professor at Northwestern Law School, whose speech on Diversity and Inclusion left us inspired and committed to be the force of change in our legal profession. As Dr. Pearce remarked, "Diversity is counting heads, Inclusion is making heads count."

For those of you who are unfamiliar with Diversity Lab, it is an incubator for innovative ideas and solutions to boost diversity and inclusion in law with more than 50 top law

firms and legal departments represented around the country on various Hackathon teams. My team is focused on closing the leadership gap at law firms and law departments. Prior teams have inspired innovative ideas such as The Mansfield Rule, named after the first woman lawyer in the US, Arabella Mansfield, which is an effort to close the gap in leadership roles for women and minorities in law firms/legal departments by requiring that at least 30% of the candidate pool for key leadership roles is comprised of females and/or minority lawyers. Early adopters of the Mansfield Rule have seen impressive results with expanding diverse leadership pools. These positive results have inspired the launch of Mansfield Rule 2.0 this month, which broadens inclusion obligations of participating law firms and expands the initiative to include LGTBQ+ attorneys. I am also proud to recognize a number of our member law firms who have committed to support Mansfield Rule 2.0 to promote diverse slates in leadership promotions: Akerman LLP, DLA Piper, Faegre Baker Daniels LLP, Katten Muchin Rosenman LLP, McDermott Will & Emery, Morgan Lewis and Schiff Hardin LLP. I encourage you to consider adopting Mansfield Rule 2.0 at your law firms and law departments. For more information on the Diversity Hackathon check out www.diversitylab.com. I will also provide an update on my Hackathon team's efforts in an upcoming newsletter.

As you can see from the list of upcoming events, we have great programs lined up for the Fall. Thank you for all of the work you are doing to support the Coalition and women's initiatives in law. I hope to see many of you at our upcoming events. »

Finding Peace

by: Pam Gross



Hope you're well and enjoying summer. If you're like most, you're running around to soak up every sweet summer moment. BBQs, bike rides, beach trips, we're all rushing to do more.

As a health coach, I have the tough job of trying to convince my clients to do less. I've been known to suggest that some even stop exercising (for a while). Like adding kerosene to a fire, many people start or end their stressful days with a rigorous workout. Simply, stress causes dis-ease in the body. Rigorous exercise exacerbates this. Your body takes in that energy, reads it as stress and puts the body into protective mode.

Excessive exercise is what I call a physical food, those things in life we do to fill us up in the moment - the food we eat, material items, excessive plans, drugs, alcohol, etc. Spiritual foods, on the other hand, are those foods for the soul that fill us up and sustain us. Your spirit lives in your heart, which makes love (for self) the most basic and most important spiritual food.

Feeding one's spirit is a learned skill that gets pushed to the bottom of those to-do lists.

To get started, I suggest that you "lop off your head" and go straight to your heart for all decisions. Simply, ask your heart (spirit) if you truly want to do or eat what's presented to you. When you make more decisions that are in alignment with what you truly want for self, your body takes in THAT energy and reads it as peace.

I haven't met a client yet who wasn't seeking more peace. Rightly so. Life is loud. Days are full. The reverb is electric. Especially in the summer. Coming down from it all can be challenging.

Here are some antidotes to our wild lives that help create connection and peace that support our good health:

- 1. Say no.** Cancel anything on your calendar that doesn't make you say, "I'm excited to do that."
- 2. Eat for cravings.** Give the body what it's truly asking for - seasonal whole foods.

3. Breathe. We take 20,000 breaths a day. Connecting to just a couple deep ones is magical.

4. Get outside. Crazy enough, it's a healing modality now called "nature bathing" that brings us back to our natural habitat. Walking in nature is food for the soul.

5. Try yoga, meditation and/or Reiki. These modalities quiet the mind, relax the body and use the energy of peace to heal.

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.thebreadandbuddhakitchen.com.

What Makes Lawyers Happy? It's Not What You Think.

By: Paula Davis-Laack



I recently spoke at a conference on lawyer well-being and was thrilled to co-present with one of my favorite law professors, Larry Krieger. Krieger, together with social scientist Ken Sheldon, authored a groundbreaking study examining lawyer well-being and satisfaction. They discovered that the things that lawyers think will make them happy long-term in the profession (e.g., money, prestige, making partner, status) are exactly the opposite of what actually does lead to well-being in the law, and scientifically, have little to no correlation with happiness. They found that these [three pathways](#) correlate most strongly with long-term well-being:

1. Autonomy. Lawyers who are highly autonomous feel like they can make their preferred choices and can express themselves authentically. This was a consistent problem for me as an attorney because I often felt like I left the best of who I was in the car. I would pull into the parking structure and become “Paula the lawyer” – the person I thought I needed to be to be successful in the law – rather than the person I really was who was already a success.

[Businesses](#) that supported an autonomous environment (versus top-down direction) grew at four times the rate of control-oriented companies and had one-third the turnover.

2. Mastery. Happy lawyers are the masters of their domain. Mastery

is your desire to get better at something that matters to you, to feel competent and be successful at difficult tasks. Getting frequent feedback (especially about what is going right as you develop your practice), coaching in areas that need development, and mentoring all help to develop a sense of mastery.

3. Relatedness. Relatedness is how you connect, or relate to others, and whether you feel a sense of belonging at work. Chronic incivility depletes the legal profession’s one true resource – its people. Collegiality, on the other hand, fosters psychological safety – the feeling that the work environment is trusting, respectful and a safe place to take risks. When lawyers don’t feel [psychologically safe](#), they are less likely to seek or accept feedback, experiment, discuss errors and to speak up about potential or actual problems.

Harvard Law School professors Scott Westfahl and David Wilkins emphasize the importance of [networks](#) and connecting in their recent Stanford law review article. These connections allow lawyers to leverage their technical and professional skills in new ways, collaborate meaningfully to solve complex client problems and provide the space to find different ideas, people and opportunities. Sheldon and Krieger’s study discovered that relationships, in all forms (to self, others, work, community and to your direct partner/supervisor) are the ultimate

key to lasting satisfaction in the legal profession.

Westfahl and lawyer/consultant Avery Blank offer these [other suggestions](#) to build the three pathways outlined above: (1) give attorneys greater responsibility for hiring, pro bono and charitable activities, including real leadership roles; (2) ask associates to develop new training, lateral integration programs, metrics for success and report regularly to management about associate preparedness and perceived gaps; and (3) provide more opportunities for lawyers to write, speak and otherwise represent the firm through activities that can also promote business development.

So yes, happiness is in fact possible in the legal profession; firms, organizations and the individuals in them simply need to pay attention to the things that actually cultivate it, which is often the opposite of what society tells us really matters.

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. (www.pauladavislaack.com)

UPCOMING EVENTS

Navigating Legal Career Transitions:

Best Practices from Women Who Have Been There, Done That – Successfully

Wednesday, September 12, 2018
5:00 pm – 7:00 pm

As the Greek philosopher, Heraclitus said, "THE ONLY CONSTANT IN LIFE IS CHANGE." This is particularly true for professional women, including women attorneys. Please join the Career Development and In-House Counsel Committees for this panel discussion about career transitions. Our panel will include women who have made the shift from law firm to in-house, in-house to law firm, stepped out of the working world for a time (& back in), moved into pro bono and government work, and much more. This dynamic group of women will share their stories of navigating through these various career transitions and will provide advice and best practices for maneuvering through change.

Mayer Brown LLP

71 South Wacker Drive
Chicago, IL 60606

One-hour of general CLE credit pending approval.

[Click here to register.](#)

Ninth Annual Leadership Forum

Thursday, October 11, 2018
5:00 pm – 9:00 pm

The Coalition invites you to attend our signature event - The Ninth Annual Leadership Forum. Join more than 200 women attorneys from across the Chicago area to honor this year's Coalition Award winners and to be inspired by our speaker, Sophia A. Nelson, NBC News Contributor, MSNBC Commentator, award-winning Journalist and best-selling author.

Kirkland & Ellis

300 N. LaSalle Street
(6th Floor Conference Center)
Chicago, IL 60654

One-hour of general CLE credit pending approval.

[Click here to register.](#)



Call for Nominations

The Coalition Awards recognize women and law firms or corporate legal departments that have demonstrated exemplary leadership, as well as an unwavering passion and commitment to the advancement of women in law. Award recipients will be announced at the Leadership Forum on October 11, 2018 at Kirkland & Ellis in Chicago.

[Click here to submit a nomination.](#)

Congratulations

to the Coalition Members who Received First Chair Awards!

Shivani Bautista - United Airlines - Rising Star

Kathryn Hartrick - Robertson Lowstuter - Top General Counsel

Maria Maras - Accenture - Top IP Counsel

Trish McGill - United Airlines - Rising Star

Kim Metrick - Walgreens - Top Employment Counsel

Vernicka Shaw - United Airlines - Rising Star

Catherine Smith - Wolters Kluwer - Top IP Counsel

MEMBER SPOTLIGHT: Jenny Waters

Executive Director, National Association of Women Lawyers



Describe what you do.

I manage the operations and strategic direction of the oldest national women's bar association (founded in 1899). We operate on three tracks – (1) providing women skills and credentials to advance their own careers; (2) advocating for change to make the profession an inclusive place that paves the way for women to succeed; and (3) connecting women with a broad national network of women attorneys.

When did you first join the Coalition?

I joined the Coalition in its second year of existence when I was an associate at a business litigation boutique in Chicago.

What positions have you held in the Coalition?

I have been Co-Chair of the Policy Committee, the Program Committee, and the Leadership Forum Committee and also served a two-year term as Secretary of the Coalition.

What was your first job?

I spent my first 10 months at an insurance defense firm and then

moved to a business litigation firm that served as my home for the next 11 years.

What is your fondest career memory or highlight?

During my first NAWL Annual Meeting I followed Anita Hill at the podium addressing our luncheon crowd of about 900 lawyers. She is an icon and I was able to publicly thank her for giving women permission to find their voices to address systemic barriers to advancement.

What is the best advice you ever received?

The best recipe for career happiness and longevity is to be authentic.

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

Do not write a job off until you first try to fix the things about it that do not work for you. I thought a career transition was imminent and it turned out that I was not alone amongst my colleagues. Management was quite receptive to our suggestions for change and I stayed and really enjoyed my practice there for another 7 years.

To what do you attribute your success?

I have a real passion for the mission of my organization as do our other staff members and our volunteers.

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

I loved the improv for business program at Second City. It offered excellent business-oriented communication tools in a fun setting.

Where do you hope to be in 5 years?

I hope to have worked my way out of a job having created a truly equal-opportunity legal profession!

Coffee or tea?

I never forced myself to like the taste of coffee and tea just looks to me like dirty water! Any time I have a coffee meeting my cup is filled with hot chocolate. »

Questions or Comments?

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