16th Annual Charting Your Own Course Career Conference (CYOC)

The Path to Trust Driven Relationships

February 4-7, 2016
Ritz-Carlton Grande Lakes, Orlando Florida

THURSDAY, FEBRUARY 4, 2016
MEN’S AND WOMEN’S PRE-CONFERENCE

6:30pm
Welcome Reception and Dinner
Join us for our Pre-Conference Reception and Dinner.
MEN’S PRE-CONFERENCE RECEPTION AND DINNER
WOMEN’S PRE-CONFERENCE RECEPTION AND DINNER

FRIDAY, FEBRUARY 5, 2016
MEN’S SESSION
Pre-Conference Panel Discussions

9:00 – 10:00am

**Becoming a Better Man**

There are things we don’t love about ourselves – things we don’t openly discuss but if improved, would likely help us become better men. Targeting areas for personal growth and improvement is central to our ability to be more effective in work and in life.

Day-to-day challenges can distract attention away from being deliberate about self-improvement. Similarly, success can often mask areas for growth.

In this session, we will discuss ‘how to do it’ strategies for identifying and working together to take deliberate steps to become better men.

**MARC HOWZE**, Vice President, Global HR, John Deere

**STEVEN WRIGHT**, Partner, Holland & Knight

**THOMAS FLIPPEN**, Principal, Stakeholder Coaching

**LEWITT NURSE**, Counsel, Santander
FRIDAY, FEBRUARY 5, 2016

WOMEN’S SESSION

Pre-Conference Panel Discussions

9:00 – 10:00am

**Becoming a Better Woman**

There are things we don’t love about ourselves – things we don’t openly discuss but if improved, would likely help us become better women. Targeting areas for personal growth and improvement is central to our ability to be more effective in work and in life.

Day-to-day challenges can distract attention away from being deliberate about self-improvement. Similarly, success can often mask areas for growth.

In this session, we will discuss ‘how to do it’ strategies for identifying and working together to take deliberate steps to become better women.

10:30 – 11:45am

**The Five (5) Unexpressed Needs that Change Relationships**

When you read the phrases below, who are the people in your life who come to mind?

“You get me.”

“You really appreciate me.”

“You trust me.”

“Our relationship has resilience.”

“You got my back.”

Much of our strength comes from relationships with people who address one or several of our most important needs – many of which are seldom expressed.

In this session we will examine our unexpressed needs and the pathway to finding the relationships that feed these needs.
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RICKY RAVEN, Partner, Reed Smith
DUANE HUGHES, Managing Director, Morgan Stanley
GREG WILLIAMS, Partner, Fox Rothschild
LOUIS MERCEDES, Partner, Jones Day
JARON BROWN, Assistant General Counsel, Novelis

11:30 – NOON A LOOK AT MEN’S CONFERENCE 2017
16th The Charting Your Own Course Career Conference

FRIDAY, FEBRUARY 5, 2016

2:30 - 4:00pm  Welcome and Keynote Speaker

Keynote: Geoffrey Canada, President, Harlem Children’s Zone

Having worked with the Harlem Children’s Zone® for more than 30 years, Geoffrey Canada is renowned around the world for his pioneering work helping children and families in Harlem, and as a thought leader and passionate advocate for education reform.

From 1990 to 2014, Mr. Canada served as the President and Chief Executive Officer for the Harlem Children’s Zone, which The New York Times called “one of the most ambitious social-policy experiments of our time.” In 2011, Mr. Canada was named to the TIME 100 list of most influential people in the world and, in March 2014, was named one of Fortune’s 50 greatest leaders in the world.

Under Mr. Canada’s visionary leadership, HCZ has become a national model and the subject of significant media attention. Mr. Canada and HCZ have been featured in the documentary Waiting for “Superman,” as well as on 60 Minutes, The Oprah Winfrey Show, Anderson Cooper 360°, Black in America 2, The Charlie Rose Show, This American Life, and in articles in The Washington Post, The Wall Street Journal, Forbes, and The Associated Press. In 2008, Houghton Mifflin published Whatever It Takes, by Paul Tough, a detailed look at the work of Mr. Canada and HCZ.
The Factors that will give your career Resilience

To remain competitive you will have to be resilient.

Problem is, to varying degrees, each of us is operating with a general anxiety about the future and often feel a sense of powerlessness with respect to our ability to shape our career trajectory.

Career Resilient Behaviors are the behaviors, attitudes, self-development and work patterns that allow top performers to keep going, growing and remain competitive – bringing new power, motivation, direction and agency over one’s career.

In this session we will identify:

- The *skills and performance behaviors* associated with career resilience.
- The *self-development behaviors* associated with career resilience.
- The *relationship building behaviors* associated with career resilience.

CLAIRE BABINEAU-FONTENOT, Treasurer, Wal-Mart Stores, Inc.

ROBERT GERRARD, former General Counsel, Scripps Networks

BURT FEALING, General Counsel, Southwire

KEVIN DUCKWORTH, The Duckworth Law Group

TARA ELLIOTT, Partner, Wilmer Hale

MICHAEL MARSH, Partner, Akerman Senterfitt
Deconstructing Ownership of Work

All senior attorneys say they covet associates who ‘own their work’. Problem is, we seldom deconstruct what that actually means. Service Initiative, learning initiative, and observable self-investment are each tied to ownership of work.

In this panel discussion we will deconstruct and offer ‘how to do it’ strategies for owning one’s work.

TERENCE ROZIER-BYRD, Partner, Baker Botts
SHERI ZACHARY, Director of Professional Development, Saul Ewing
TREVOR JAMES, Partner, Morrison Forester
WILL STUTE, Partner, McDermott Will
DON SMITH, Director of Professional Development, Fried Frank

The Trusted Advisor

By now you have demonstrated that you have strong work product hygiene and can engender the confidence of the partners for whom you work. Your continued career progression, however will require that partners (and clients) begin to view you as a ‘trusted advisor’ – someone on whom they can rely for something more than routine legal issues.

In this panel, we will examine the path to trusted advisor through the eyes of clients and rainmakers.

ADRIENNE GONZALEZ, Counsel, Bristol Myers Squibb
MICHELLE LIPKOWITZ, Partner, Saul Ewing
DINESH MELWANI, Partner, Bookoff McAndrews
CRISTA SANFORD, Partner Baker Botts
JIMMIE MCMILLIAN, Partner, Barnes & Thornburg
9:30 – 10:30am  GENERAL COUNSEL FORUM

In the Line of Sight

Talent management resources (and attention) are generally focused on the small subset of attorneys identified in the general counsel’s succession plan. To have a reasonable expectation of significant career progression one must be in the GC’s line of sight.

In this discussion we will simulate a talent review discussion to shed light on what one must do to be considered eligible for an accelerated career path.

11:45 – 1:00pm  PLENARY SESSION

A Focus on the ‘Not so Obvious’ Factors Undermining our Success

In this dynamic roundtable discussion, leaders will speak candidly about the ‘not so obvious’ factors that conspire to undermine the career success of diverse attorneys – factors to include:

- Levels of Self-Awareness
- Deliberate Career Investment in diverse in-house counsel
- Deep and durable relationships between diverse partners
- Practiced Affinity within law firms
- Quality of relationships among diverse in-house counsel
- Stewardship of diverse associates
- Evidence of thought leadership

DONALD REMY, Executive Vice President of Law, Policy, and Governance and Chief Legal Officer, NCAA

CARI DAWSON, Partner, Alston & Bird

T. REED STEPHENS, Partner, McDermott Will

ADRIAN PATTERSON, Partner, Andrews Kurth

MICHAUNNE TILLMAN, General Counsel, Worthington Armstrong Ventures

KELLYE WALKER, General Counsel, Huntington Ingalls Industries

ROCKY RAVEN, Partner, Reed Smith

RODNEY PRATT, General Counsel, Converse

KIRKLAND HICKS, General Counsel, Lincoln Financial

HORACE DAWSON, General Counsel, Red Lobster

MARC HOWZE, Vice President, HR, John Deere
1:15 – 6:30pm

**AFTERNOON RECREATION EVENTS**

Golf Scramble Event

Ritz-Carlton Spa Experience

Theme Park Excursions

SATURDAY, FEBRUARY 6, 2016

**EVENING WELLNESS SESSIONS**

7:30 – 8:30pm

**SESSION 1 – ENTREPRENEURS AMONG US**

Last year we highlighted Omega Partners, a venture capital group led by members of the CYOC family. This year, we will introduce two (2) additional groups.

Join us is a dynamic presentation of entrepreneurial leadership within the CYOC family.

8:45 – 9:45pm

**SESSION 2 – THE BAE EXPERIENCE**

BAE (Before Anyone Else) is among the fastest growing online dating sites in the United States.

BAE was founded by members of the CYOC Family, Brian and Justin Gerrard.

Join us as the founders share their insights on their business and the future of dating and coupling in communities of color.
SUNDAY, FEBRUARY 8, 2015

8:00 – 9:00am  GOSPEL BREAKFAST

9:15 – 10:30am

CONCURRENT WORKSHOP SESSIONS

ASSOCIATE BREAKOUT

Relationship Recovery and Other ‘Moments of Truth’

The workplace is a relationship driven environment. Managing relationship breakdowns and other ‘moments of truth’ encountered by associates can significantly impact quality of development, productivity and workplace comfort.

In this panel, we will examine practical strategies for restoring workplace relationships and navigating moments of truth.

9:15 – 10:30am

GENERAL COUNSEL FORUM

The Transition Protocol: Do you have one?

Transition is inevitable. Whether its transition to a new role in your current company or transition to a new company, or separation, seasoned in-house attorneys take deliberate steps with respect to their due diligence, interview preparations, new role, compensation and separation agreement discussions – conferring with experts in the CYOC family.

In this session, we will take you inside these empowering discussions.

KORI CAREW, Chief Diversity Officer, Shook Hardy
TAMIKA NORDSTROM, Partner, Constangy Prophete
LORRAINE MCGOWAN, Partner, Orrick
MICHELLE WIMES, Director of Professional Development & Inclusion, Ogletree Deakins
GENHI GIVINGS BAILEY, Director of Diversity & Inclusion, DLA Piper
INDIRA SHARMA, Associate, Saul Ewing

MARC HOWZE, Vice President, Global HR, John Deere
RAY MERCEDES, Assistant General Counsel, Univision
ANDREZ CARBERRY, Chief Counsel & Regional Compliance Officer, AVON
NONI SOUTHALL, Associate General Counsel, Grainger
11:35 – 12:25pm

Plenary Session

The Personal Journey

In the tradition of CYOC, we will invite a panel General Counsel to “tell their stories” – the uncut version.

Join us as we engage our speakers in areas to include:

- Professional transitions; how they impacted your career
- The people who have shaped you
- Professional "turning points"
- Areas of personal and professional improvement
- Setbacks and times of professional frustration
- Sources of inspiration; your passion
- The people in whom you invest; how you invest and why
- What you wish the lawyers who work with you knew better about you
- Your legacy and what you are doing to secure it

ATIBA ADAMS, General Counsel, Mars Global Chocolate

DAMIEN ADKINS, General Counsel, Panasonic (North America)

SARAH HARRIS, General Counsel, Sikich

JOSEPH PERKINS, General Counsel, NIBCO