

Emerging:

How WIN Society Members Support Each Other's Post-Pandemic Career and Business Development Success

October 6 – 8, 2021

Those who arrive in Chicago on Tuesday, October 5 will have the option of joining others for a group social event. Details to follow.

Wednesday, October 6

6:30 – 9:00 p.m. Welcome Reception

Thursday, October 7

9:00 – 9:30 a.m. Welcome and Introductions

9:30 – 10:00 a.m. Emerge & Thrive: What to Keep, Leave & Add to Create Positive Career Growth in the Future

The "Three-Box Solution" – related to productive change and positive innovation - will be shared with participants. Throughout the following discussions and presentations, they will conduct their own "career due diligence" and consider best practices for focusing on present obligations; what new activities to add in to support career growth; and what responsibilities to leave behind to make time and focus energy on building the future.

10:00 – 12:30 p.m. Facilitated Member Panel Discussion Groups

Participants will engage in a series of moderated panel discussions focused on topics such as:

- *Challenges and opportunities related to returning to the office;*
- *How to stop feeling like an imposter and start enjoying your practice;*
- *How to participate in and benefit from diversity, equity and inclusion efforts at your firm;*
- *Excellent ideas for building business;*
- *How to develop deeper and more influential relationships with in-house counsel*

12:30 – 1:15 p.m. Lunch with Client Panel Participants

1:15 – 2:30 p.m. Client Panel Discussion

Four Chicago-based women law firm clients will discuss issues related to achieving their career success, current priorities, how they innovate on behalf of their organizations and how they expect firm attorneys to partner with them in 2021.

2:30 p.m. Adjourn Programming for Day One

2:30 – 6:30 p.m. Free time to catch up on email, calls, etc.

6:30 – 10:00 p.m. Group Dinner and Entertainment (details to follow)

Friday, October 8

8:30 – 9:15 a.m. Group Discussion: Themes from Day One

We'll focus on what we learned from listening to colleagues discuss important career-related issues and from the client panel presentation. We'll identify themes, outliers and downright brilliant ideas for "lightening round" discussions among all participants to follow in the next program segments.

9:15 – 10:00 a.m. Table Discussion - Round One: Best Practices for Focusing on Present Obligations (Box One)

Topics to include: prioritizing billable and non-billable work obligations effectively; tools that help manage personal responsibilities more efficiently; daily rituals or disciplines that support personal well-being and health; and best practices for maintaining existing client relationships and expanding them.

10:00 – 10:45 a.m. Table Discussion - Round Two: What New Activities to Add In to Support Career Growth (Box Two)

Topics to include: how to identify and deploy personal business development “super powers;” best practices for mentoring and delegating to more junior attorneys; how to handle negative client feedback or complaints; and identifying and implementing client billing practices that recognize the value of our professional knowledge and experience rather than time spent working on a project.

10:45 – 11:00 a.m. Table Discussion - Round Three: What to Leave Behind that No Longer Serves Career Growth and Progress (Box Three)

Topics to include: recognizing outdated beliefs and assumptions; how to create a “rubric” to assess which current career obligations no longer serve career growth; deciding how to abandon “outgrown” work-related commitments without damaging career or relationships; and discussing whether current “successful” practices for performing work and business development are sustainable into the future.

11:00 – 11:15 a.m. Break

11:15 – 12:00 p.m. Ask and Give Ritual

In the large group, each participant will submit an “ask” for a professional favor, support or assistance, as well as a “give” she can offer to address another’s request.

12:00 – 12:15 p.m. Closing Comments and Adjourn

12:15 – 1:00 p.m. Lunch

For those who are able to stay until 1:00 p.m., we'll sit together and enjoy a boxed lunch. Participants whose travel requires an early departure will have a boxed lunch to take with them.