



---

# HASTINGS

---

# LEADERSHIP ACADEMY

---

# FOR WOMEN

---

**A LEADERSHIP DEVELOPMENT PROGRAM  
FOR WOMEN LAW FIRM PARTNERS**

**MAY 31-JUNE 2, 2007  
AND JULY 19-21, 2007**

**UC HASTINGS COLLEGE OF THE LAW  
200 McALLISTER STREET  
SAN FRANCISCO, CALIFORNIA**

*Sponsored by the Project for Attorney Retention  
University of California, Hastings College of the Law*

# WELCOME



We have the great pleasure of inviting you to participate in the Hastings Leadership Academy for Women, the first executive education program designed exclusively for women law firm partners. This program will help you enhance your leadership abilities and advance into positions of influence and power in your firm, community, and the legal profession.

There is much to learn about leadership, and the Hastings Leadership Academy for Women requires a substantial commitment of time and effort. We believe that you will see an immediate return on your investment. You will be able to apply the practical tools, lessons, strategies, and contacts you acquire as soon as you return to your office. And you will be equipped to achieve your leadership potential, to your firm's great benefit as well as your own.

We hope you will join us for this unique opportunity.

Joan C. Williams  
*Distinguished Professor of Law  
UC Hastings College of the Law*

Ida Abbott  
*Director, Hastings Leadership  
Academy for Women*

## WHAT'S IN IT FOR YOU?

---

Attending the Leadership Academy for Women is a career-enhancing opportunity. The unique curriculum provides you with new skills, knowledge, and techniques to help you assume additional leadership roles and make your contributions visible, valued, and rewarded. You will create a personal leadership plan, work one-on-one with an executive coach, engage in peer mentoring with other women law firm partners, and have ample time to build relationships with participants and interact with an illustrious faculty.

## WHAT'S IN IT FOR YOUR FIRM?

---

Women partners represent a vital talent pool for law firms. Law firms benefit when female partners apply their talents as leaders in client service and firm governance, serve as mentors and role models crucial for retaining junior women lawyers in the firm, and provide the diversity that the marketplace increasingly demands. The Leadership Academy for Women prepares participants to assume broader leadership responsibilities, increase their visibility and value to their firms, and leverage their abilities and talents more strategically for positive business results.

## PROGRAM OBJECTIVES

---

*As a participant, you will learn to:*

- Make strategic decisions that will advance your career
- Leverage your strengths and create leadership opportunities
- Use the economic and political dynamics of your firm to your advantage
- Recognize and manage the impact of gender dynamics on your career
- Build and utilize robust networks and mentoring relationships
- Obtain appropriate credit and recognition for your contributions to your firm
- Manage teams and deal effectively with conflict
- Develop a leadership style that is authentic and effective



# CURRICULUM

---

Designed for high-achieving women law firm partners who want to develop skills and strategies to enhance their leadership in firms, organizations, and the legal profession, the Leadership Academy for Women is an intensive six-day academic program that offers:

- Individual coaching to focus on your personal leadership interests, needs, and plans.
- Distinguished educators from academia, law, and business to ensure a rich and engaging learning experience.
- Practical, hands-on classes that provide learning you will be able to put to immediate use.
- Interactive teaching methods that convey course material and ideas with greatest impact.
- Peer-group interaction, collaborative small group learning activities, and social hours to encourage peer networking.

## TOPICS INCLUDE

---

**Building and Leveraging Your Power and Influence** Don't fear power. Learn to choose management roles strategically, create powerful alliances, and use your firm's political dynamics to your advantage.

**Negotiating for What You Want** Most lawyers know how to negotiate for their clients. This course will teach you how to negotiate for yourself.

**Understanding Law Firm Economics** Determine how you can make the greatest financial contribution to the firm and ensure that your contribution is properly valued and fully compensated.

**Maximizing Client Relationships** Position yourself as a leader through strong client relationships.

**Examining Effective Leadership Styles** Investigate various leadership styles and find the one that is best for you.

**Communicating Like a Leader** Convey your image as a leader through effective communication techniques.

**Building and Using Social Capital** Network effectively within your firm to obtain information, create trust, and achieve desired goals and mutual benefits.

**Leading Teams and Practice Groups** Clarify team roles and objectives, inspire collaborative action, and manage and measure performance.

**Managing Difficult Conversations** Practice techniques for managing conflict and other difficult situations.

**Dealing with Gender Issues** Learn specific techniques for overcoming gender-related leadership obstacles.

**Taking Care of Yourself** Maintain your enthusiasm, effectiveness, and purpose while juggling work, personal, and community commitments.

*This activity has been approved for 11 hours of California MCLE Credit, including 3 hours of elimination of bias in the legal profession, by the University of California, Hastings College of the Law.*



# HASTINGS LEADERSHIP ACADEMY FOR WOMEN



A distinguished faculty of practitioners and professors from law firms, consulting firms, law schools, and business schools throughout the United States and Canada.

## FACULTY LIST

**Ida Abbott**, JD, Principal, Ida Abbott Consulting; Faculty Fellow, University of California, Hastings College of the Law

**Tsan Abrahamson**, JD, MBA, Founding Partner, Cobalt

**Cara Hale Alter**, MFA, President, Speechskills

**Maggie Callicrate**, MBA, Founding Member, Kerma Partners

**Rachelle Canter**, PhD, President, RJC Associates

**Kirby Chown**, LL.B., Ontario Regional Managing Partner, McCarthy Tétrault

**Linda Hawes Clever**, MD, MACP, Founder and President, RENEW; Member, Institute of Medicine of the National Academy of Sciences; Clinical Professor, University of California San Francisco

**Mary B. Cranston**, JD, Former Chair, Pillsbury Winthrop Shaw Pittman

**Kevin J. Dunne**, JD, Chair, Sedgwick, Detert, Moran & Arnold

**Joan M. Haratani**, JD, Partner, Morgan, Lewis & Bockius; Past President, Bar Association of San Francisco

**Anita Christine Knowlton**, JD, Director, Center for Negotiation & Conflict Resolution, University of California, Hastings College of the Law

**D. James Lantonio**, MPA, Visiting Professor, Stony Brook College of Business; Former Executive Director, Milbank Tweed Hadley & McCloy

**Joan Lukey**, JD, Partner, Wilmer Cutler Pickering Hale and Dorr; Past President, Boston Bar Association; Secretary, American College of Trial Lawyers

**Marina Park**, JD, Former Managing Partner, Pillsbury Winthrop Shaw Pittman LLP

**Pamela Phillips**, JD, Director, Howard Rice Nemerovski Canady Falk & Rabkin

**Judy B. Rosener**, PhD, Professor Emerita, Paul Merage Graduate School of Management, University of California Irvine

**Laura Stein**, JD, Senior Vice President-General Counsel, The Clorox Company

**Mary Still**, PhD, Organizational Social Scientist, Institute for the Social Sciences, Cornell University

**M. J. Tocci**, JD, President, Fulcrum Advisors

**Suzanne Uhland**, JD, Partner, O'Melveny & Myers

**Sally Weaver**, JD, Retired CEO, The Atlanta Women's Foundation; Former Partner, Powell Goldstein; Former Professor, University of Montana School of Law

**Joan C. Williams**, JD, Distinguished Professor of Law and Co-Director, Project for Attorney Retention, University of California, Hastings College of the Law

## Coaches:

**Denise Brouillette**, MBA, President, The Innovative Edge

**Rachelle Canter**, PhD, President, RJC Associates

**Kerrie Halmi**, MBA, President, Halmi Performance Consulting

**Ellen Ostrow**, PhD, CMC, Principal, Lawyers Life Coach

**Thomas J. Ucko**, MBA, MA, Principal, Ucko Affiliates

# REGISTRATION

## HASTINGS LEADERSHIP ACADEMY FOR WOMEN

May 31 - June 2 and July 19 - 21, 2007, San Francisco  
or register online at [www.uchastings.edu/LAWregistration](http://www.uchastings.edu/LAWregistration)

First name \_\_\_\_\_ Last name \_\_\_\_\_

Name of firm \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

Email address \_\_\_\_\_ Work phone \_\_\_\_\_

Position in firm  Equity partner  Non-equity partner  Other \_\_\_\_\_

### Billing Information (if different than name and address above)

Name and billing address match name and address above.

First name \_\_\_\_\_ Last name \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

### Payment Information

- \$7,500 for single registrant
- 10% discount for second and subsequent registrants from the same firm
- 10% discount for registrants from firms that are members of the Project for Attorney Retention. See registration fee information below.
- Firms that are Project for Attorney Retention members at the Platinum level are entitled to one free registration.

Please charge my  Visa  MasterCard  AMEX  Discover

Credit Card Number \_\_\_\_\_

Credit Card Expiration Date \_\_\_\_\_  
MONTH YEAR

Signature \_\_\_\_\_

Total \_\_\_\_\_

Mail form to: UC Hastings College of the Law  
Leadership Academy for Women, Attn: Donna Adkins  
200 McAllister Street, San Francisco CA 94102  
or fax it to 415.581.8848

Check enclosed. Please make check payable to "Hastings Leadership Academy for Women."

---

### Registration Fee

Registration fee includes the six-day academy, two sessions with an executive coach, all program materials, continental breakfast and lunch all days, three dinners, and refreshment breaks.

Call 415.565.4640 if your firm is a Project for Attorney Retention Platinum member entitled to one free registration or for information on how your firm can become a member of the Project for Attorney Retention.

### Hotel Information

A limited number of rooms is available at a discounted rate at a local hotel. Please contact Donna Adkins at 415.565.4640 for assistance in booking a room.

### Cancellation and Refund Policy

Cancellations must be submitted in writing up to 30 days prior to the start of the program to receive a full refund. Cancellations received within 30 days of the start of the program are subject to a 30% cancellation fee and within seven days to a 60% cancellation fee. There is no refund for cancellations made after the start of the program.

### For Further Information

Call 415.565.4640 or go to [www.pardc.org/LAW](http://www.pardc.org/LAW) (CASE sensitive) or send an email to [info@pardc.org](mailto:info@pardc.org).