



**LIMITED ENROLLMENT, REGISTER EARLY!**

# Law Firm Leadership:

Developing Effective Skills for Leading and Managing Lawyers

**OCTOBER 12–14, 2012**

Classroom sessions at Georgetown Law

**OCTOBER 2012–FEBRUARY 2013**

One-on-one sessions with professional coaches

**MARCH 1–3, 2013**

Classroom sessions at Georgetown Law

## LEARN HOW TO:

- » Develop and apply core leadership skills critical to gaining the trust and respect of lawyers
- » Manage at various levels in the firm: managing yourself, teams, practice groups, departments, and committees
- » Navigate a challenging competitive environment



**GEORGETOWN LAW**  
EXECUTIVE EDUCATION



# AGENDA

## THURSDAY

**October 11 (6:00–8:00pm)**

Opening reception

## FRIDAY

**October 12 (9:00am–5:00pm)**

- » Shifting from Lawyer to Leader: Adapting to the Challenges of Firm Leadership
- » The Evolving Legal Industry and its Implications for Law Firm Leaders
- » The Challenges of a Changing Law Firm Economic Model
- » Elements of Effective Leadership in Law Firms
- » Dinner with faculty and participants

## SATURDAY

**October 13 (9:00am–5:00pm)**

- » Understanding Your Own Leadership Style
- » Leadership and Decision-Making: Cognitive Biases and Group Processes that Undermine Good Intentions
- » Leading Teams Effectively and Handling Conflict
- » Dinner with faculty and participants

## SUNDAY

**October 14 (9:00am–1:00pm)**

- » “Leadership Under Pressure” Simulation

## OCTOBER 2012–FEBRUARY 2013

Individual work on personal development plans supplemented with one-on-one sessions with professional coaches

## THURSDAY

**February 28 (6:00–8:00pm)**

Opening reception

## FRIDAY

**March 1 (9:00am–5:00pm)**

- » Debrief Coaching Sessions
- » Organizational Culture as a Mechanism for Integrating Busy Professionals
- » What Got Us Here Won’t Get Us There: Innovation and Change Management

## SATURDAY

**March 2 (9:00am–5:00pm)**

- » Effective Strategic Planning Processes and Follow-Through
- » Managing Law Firm Growth: Making Effective Choices and Achieving Successful Integration

## SUNDAY

**March 3 (9:00am–1:00pm)**

- » Achieving Success through Organizational Alignment
- » Managing Risk and Professionalism in Law Firms

## CONTACT

Lisa Rohrer, PhD

Director of Executive Education

email » [lr590@law.georgetown.edu](mailto:lr590@law.georgetown.edu)

call » 202.661.6543

## Why Attend?

Learning the skills of extraordinary leadership takes time, commitment, and engagement with a meaningful curriculum. We have developed our signature Law Firm Leadership course to respond to the unique situation of law firm partners by:

- » Focusing on leadership issues from a law firm perspective, recognizing that the economics, talent, and service-delivery models of law firms are distinct from other types of organizations
- » Drawing on real-life situations faced by law firm leaders
- » Providing participants with faculty who have deep experience and expertise in leadership and legal practice
- » Creating a two-part course with one-on-one coaching between sessions so that partners can receive feedback over time as they apply new skills
- » Focusing classwork on weekend days to reduce time away from the office

## Who Should Attend?

This course is designed for law firm partners who have assumed leadership roles within the past two to three years and partners who have been identified by their firms as potential leaders.

Register **ONLINE**

[law.georgetown.edu/cle](http://law.georgetown.edu/cle)

## CORE FACULTY

### **Heather Bock, PhD,**

Visiting Professor of Law and Executive Director of the Center for the Study of the Legal Profession at Georgetown Law



Heather launched the first course on leadership, team, and client-relationship skills at Georgetown Law and has been teaching it for over three years. Heather is also the Chief Professional Development Officer for Hogan Lovells US LLP. Prior to joining Hogan Lovells, she managed the training and development function for other professional-services firms. She has consulted to a variety of companies on HR strategy, organizational transformation, and culture change. Heather's training initiatives won the NALP Award of Distinction, and she is the recipient of the HR Leadership Award of Greater Washington and the Chief Learning Officer Vanguard Award. She has written several articles and coauthored *Using a Competency Model to Manage Firm Talent* for the American Bar Association. She holds a BS in business, a Master's in public health, and a PhD in organizational behavior from the University of North Carolina at Chapel Hill.

### **James W. Jones,**

Senior Fellow, Center for the Study of the Legal Profession at Georgetown Law



Jim is widely recognized as an expert on the U.S. and global legal markets, and has served as the



Chairman of the Hildebrandt Institute (a legal-education provider), Managing Director of Hildebrandt International (a legal-consulting firm), Vice President and General Counsel of APCO Worldwide, and Managing Partner of Arnold & Porter, LLP. As part of his work with the Hildebrandt Institute, Jim was a cofounder and senior faculty member for the Master's Degree in Law Firm Management at George Washington University. Jim also works with law firms and their leaders on issues of strategy, governance, compensation, succession planning, and risk management. He is the author of numerous books and articles and a frequent speaker on legal-management topics, including globalization, ethics, strategy, and partnership issues. He holds a BA from Trinity University and a JD from New York University.

**Milton C. Regan Jr.,**

Co-Director of the Center for the Study of the Legal Profession and Professor at Georgetown Law

Mitt's work focuses on law firms, the legal profession, ethical decision making, and corporations. He currently teaches a course on law firms in Georgetown's JD program as well as a course for law firms on "The Law Firm as a Business." He also convenes a roundtable for law firm general counsel and partners with management responsibility on risk, liability, and management issues. In addition, Mitt is involved in research projects on law firm culture and management training and succession in law firms. Before joining Georgetown Law, he worked as an associate at Davis Polk & Wardwell LLP, and as a law clerk for Justice William J. Brennan Jr. of the Supreme Court of the United States and Judge Ruth Bader



Ginsburg on the U.S. Court of Appeals for the District of Columbia Circuit. Mitt is the author of *Eat What You Kill: The Fall of a Wall Street Lawyer* and coauthor with Jeffrey D. Bauman of *Legal Ethics and Corporate Practice*, as well as the author of numerous articles and book chapters on lawyers and the legal profession. He holds a BA in political science from the University of Houston, an MA in urban planning from the University of California, Los Angeles, and a JD from Georgetown.

**Lisa H. Rohrer, PhD,**

Director of Executive Education and Research Fellow at Georgetown Law



Lisa's areas of expertise include the leadership and strategy of professional-service firms, client satisfaction, and survey research. In addition to launching Georgetown Law's executive education program, she is currently conducting research on the changing management models and structures in law firms, innovation in the legal market, and managing professional talent. Prior to joining Georgetown Law, she was the Director of the Hildebrandt Institute, where she produced executive education programs aimed at law firms and led research projects on the legal profession. She was also a Research Fellow at Harvard Law School, where she coauthored numerous case studies on law firms and other professional-service firms. She is a frequent speaker and writer on management, strategy, and innovation in the legal profession. Lisa holds a BA in psychology from Wellesley College, an AM in sociology from Harvard University, and a PhD from the Joint Program in Organizational Behavior at Harvard Business School and Harvard University.

# REGISTER EARLY, SPACE IS LIMITED!

## REGISTRATION FEE: \$9,500\*

\*Includes tuition, materials, and most meals. Accommodations can be arranged separately through Georgetown Law's preferred hotel partners.

### FOUR WAYS TO REGISTER:

**1 ONLINE** at [law.georgetown.edu/cle](http://law.georgetown.edu/cle)

**2 BY MAIL** Complete form and send with check (payable to "Georgetown Law CLE") to the address below

☐ Check enclosed # \_\_\_\_\_ \$ \_\_\_\_\_

☐ Purchase order enclosed # \_\_\_\_\_

**3 BY FAX** Complete form and fax to 202.662.9891 (Credit Card/PO registrations only)

**4 BY PHONE** Call 202.662.9890 (Credit card registrations only)

NAME

EMAIL ADDRESS

FIRM/ORGANIZATION

ADDRESS

CITY

STATE

ZIP

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PHONE

FAX

### Charge registration fees to my credit card:



CARD #

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EXPIRES

SIGNATURE

Georgetown University Law Center, Continuing Legal Education  
600 New Jersey Avenue NW, Washington, DC 20001-2075

# GEORGETOWN LAW

## EXECUTIVE EDUCATION

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Continuing Legal Education  
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Washington, DC 20001-2075

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Georgetown Law's **Law Firm Leadership** course is a comprehensive overview of management and leadership principles and skills for new and emerging leaders in law firms.

### COURSE FEATURES:

- » An in-depth study of leadership and management issues facing lawyer leaders at the individual, group, organization, and industry levels
- » One-on-one coaching and opportunities to apply and integrate course material with the workplace
- » An interactive approach featuring case studies and simulations, with much of the material drawn from actual situations faced by law firm leaders

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