

WOMEN IN TRANSITION

Returning to Legal Practice or Considering an Alternative Career in Law

Sept. 24 – 25, 2013

Agenda

Day 1

8:30 - 9:00 am Registration & Breakfast

9:00 - 9:10 am Welcome

Jane Kidner, U of T Faculty of Law

9:10 - 10:00 am The Legal Profession Today

Over the past decade, significant changes have taken place in the Canadian legal landscape. Globalization, technology, and the expanding diversity of the workforce have created a more sophisticated legal environment than ever before. Along with these changes, the legal profession has embraced a broad range of opportunities for women considering an alternative career in law. This session will provide you with a solid understanding of the important changes in the legal marketplace today, and offer inspiring stories of how to stay true to yourself while mounting a successful job search strategy. Prepare to be surprised - and inspired - by three personal success stories of unusual choices, and non-traditional paths to success.

Dean Mayo Moran, U of T Faculty of Law

Dorothy Quann, Vice President and General Counsel Xerox Canada Limited

Kirby Chown, former Ont. Reg. Managing Partner McCarthy Tétrault, and LSUC Justicia Project

10:00 - 11:30 am Understanding Your Personal Strengths, Interests, and Motivations

Most people spend more time and energy planning a holiday than they do considering their career.. This session will provide time for an exploration of what questions to ask yourself about the next chapter. How do you see the world? What motivates you? What do you love doing, are good at, and needs doing? Time will be provided for individual reflection and group sharing. Come with your musings about how you might live a fuller and truer life and your questions about career transitions.

Tim Elliott, Elliott Resource Services

11:30 – 12:30 pm Networking: How to build and leverage your own personal network

This engaging and lively session will reinforce the importance of basic business etiquette and networking skills in today's economy and offer surprising insights into what works - and what doesn't - as well as important tips and practical strategies on how to make networking work for you in your job search. Career success is not just about putting your head down and working hard. In order to achieve success in the workplace, you need to make the most of the people you know and the networks you have.

Stewart Whittingham, Miller Thomson

12:30 - 1:30 pm Lunch

**1:30 - 2:30 pm Personal Branding in Career Transition:
Strategize Your Job Search to Find the Right Fit**

Whether you are in the initial stages of a career change or full steam ahead in your job search, this session will help you effectively market yourself to potential employers. You will establish a clear and concise personal brand and develop an understanding of how to integrate this brand into all aspects of your job search. A personal brand can help you identify the value of your skills and experience, and highlight your unique qualities to an employer. Highlights include: identifying your key strengths and accomplishments, creating a personal brand, marketing your personal brand strategically in person, on paper, and online to open up more opportunities and accelerate your job search results. This will be an interactive session where you can ask questions and share thoughts to help you generate ideas for navigating your career transition and finding new employment that fits!

Katie Geoghegan, Leadership and Systems Coach, Spring Coaching

2:30 - 2:45 pm Break

2:45 - 3:45 pm How the Law Society Can Help You

The Law Society welcomes you back, and wants you to know you are a priority. Members of the Law Society's Justicia Project and Retention of Women Working Group will speak about the retention and advancement of women in the legal profession and the Law Society requirements for returning to a legal practice after a 5-year or more hiatus.

Janet Minor, General Counsel, Min. of the Attorney General Constitutional Law Branch and Bencher of the Law Society of Upper Canada

Beth Symes, Partner, Symes Street & Millard LLP and Bencher of the Law Society of Upper Canada and Co-Chair of the Return to Practice Working Group

3:45 – 5:00pm

**Career Change 101:
Practical Tips for How to Manage Your Job Search Successfully**

Find out what it takes to start and sustain a successful job search. Whether you are making your first career change or re-activating your career, learn the key steps you need to move from thinking and planning into action and implementation. Highlights include: how to value and market your skills and abilities; creative ideas for making contacts; tapping into unadvertised opportunities; and other practical tips for job seekers. This will be an interactive session with time for participants to ask questions about their own career plans, obstacles they are facing and how to get started in crafting a successful career transition story?

Lianne Krakauer, Career and Leadership Coach

Day 2

9:00 – 10:00 am

Work Life Quality: Self Management Techniques & Strategies for Success

Start your day with a fresh look at Work Life Quality. What is it exactly? And how can we best achieve it? Executive Coach, Marjorie Shore, will help you define what work life quality means to you and she'll inspire you to create an individualized personal and professional development strategy so that you can effectively manage your multiple responsibilities. Be energized by your plan to achieve work life quality!

Marjorie Shore, The Coaching Clinic

10:00 - 11:30 am

Get to Know Your Career Options "Speed Dating" Style

Get ready, Get set, Go. Over the next hour you will meet personally with many lawyers who have a range of exciting and diverse careers in the legal profession. Rather than have the traditional panel discussion, we thought it would be much more informative (and fun!) to allow you to move around the room and meet in small groups with these lawyers. Ask the questions that you are too reluctant to ask openly. Find out the answers to what matters most to you. These lawyers have been hand-selected because of their diverse and interesting careers and their personal lives which include families and time away from the workforce.

Gina Alexandris, Ministry of the Attorney General

Jessica Leinwand, Information and Privacy Commissioner's Office

Zirka Jakibchuk, Ontario College of Teachers

Christine Staley, Director Professional Development, Canadian Corporate Counsel Association

Carla Swansburg, Dir. of Prof. Development & Practice Support, Blake Cassels & Graydon LLP

11:30 – 12:30 pm “Shine Bright Like A Diamond” – How to Shine In An Interview

Getting an interview is just the beginning – impressing at your interview can sometimes be the greater challenge. Emily Lee, Senior Consultant at ZSA Legal Recruitment, has interviewed more than 1,000 candidates over the course of her career. In this session, Emily will provide practical interviewing advice, such as making a positive first impression, setting the tone, tackling difficult questions and appropriate follow-up.

Emily Lee, ZSA Legal Recruitment

12:30 - 1:30 pm Lunch & Speaker: The Skill of Saying "No"

Do you have trouble saying "no"? Be prepared to have your assumptions challenged. You'll learn strategies to help you decide when and how to decline a request effectively and respectfully. Yes, you can achieve the result you want without using the word "no". The Saying No skill is one you can apply across all aspects of your life - professional and personal. So do try this at home. The more you practise, the better you'll get at it.

Joyce Kaplan, Kaplan Coaching

1:30 - 2:45pm So You Want an Alternative Career: What You Need to Know to Land a Job

This session will offer practical advice and important tips on how to seek out and land opportunities in a variety of alternative legal employers. Find out from professionals who have had highly successful alternative legal careers what you need to know to be competitive.

Karen Borden, AVP & Senior Counsel Manulife Financial

Melanie Herbin, Counsel, Ministry of Education

Elana Fleischmann, Elana Fleischmann & Assoc. & Roster Mediator with Ontario's Mandatory Mediation Program et al

Lucille D'Souza, Senior Counsel, RBC Law Group

Rubsun Ho, Cognition LLP

2:45 pm – 3:00 pm Break

3:00 pm - 5:00pm Create Your Own Personal Action Plan for Success

Studies have shown that those who succeed do so because they have a plan with clearly defined goals, and stick to it. Career coach, Irene Taylor, will show you how to work through a 5 step career-life planning process to prioritize your goals and translate them into a concrete plan of action.

Irene Taylor, Principal, Praxis Partners

5:00 - 6:00 pm Networking Reception, Sponsored by the Law Society

Join your fellow participants and women lawyers from all areas of the profession over a glass of wine. Successful women, including past participants will be on hand to answer your questions and offer you a word or two of encouragement! Don't miss this great opportunity to network and meet some of



the legal professions most inspiring - and friendly - women lawyers. This reception is sponsored by the Law Society of Upper Canada.