WOMEN IN TRANSITION

Returning to Legal Practice or Considering an Alternative Career in Law

May 9 & 10, 2012

Agenda

Day 1

8:30 am - 9:00 am   Registration & Breakfast

9:00 am - 9:10 am   Welcome and Introduction

  Kim Snell, Director, Centre for the Legal Profession, U of T Faculty of Law

9:10 am - 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.

  Dorothy Quann, Vice President and General Counsel Xerox Canada Limited

  The Honourable Madam Justice Bonnie Croll, Superior Court of Justice – Ontario

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

10:00 am - 11:00 am  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.

  Sheena MacAskill, Principal, Career Development Strategies for Lawyers
11:00 am - 11:15 am  Break

11:15 am - 12:30 pm  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, including those working in human rights, government, legal publishing and communications, regulatory bodies, university, in-house, mediation, in their own firms and much more. 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.

Elana Fleischmann, Elana Fleischmann & Associates, Specialists in Dispute Resolution

Kath Hammond, VP Legal, Borealis Infrastructure, a division of the OMERS Pension Fund

Melissa Kluger, Publisher and Editor, Precedent Magazine

Renu J. Mandhane, Director International Human Rights Program, UofT Faculty of Law

Jeffrey McKay, Investment Advisor, BMO Nesbitt Burns Inc.

Ilana Singer, Deputy Director, FAIR Canada – Canadian Foundation for Advancement of Investor Rights

12:30 pm - 1:30 pm  Working Lunch : 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

4.5 Professionalism hours
14.75 New Member CPD hours
1:30 pm - 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!

*Sandy Johnson, Vice President, NEXCareer*

2:30 pm - 3:30 pm  Harnessing Your Negotiation Strengths and Exuding Confidence

Women often undermine their authority and negotiation prowess at work with socialized habits that have nothing to do with confidence, experience, ability or intelligence and everything to do with socialization. This session shows how to harness your strengths in negotiation while identifying those habits that reduce authority and are often misinterpreted as lack of confidence. In this practical and interactive session you will also learn how to ask that does not attract pushback and negotiation salary tips. You will discover how to replace and reduce minimizing habits with language and non-verbal behaviour that exudes powerful presence.

- Negotiating Self-interests
- Harness Your Strengths
- Learn How to Ask
- Authoritative Presence
- Expansive Postures
- Make Your Value Visible

*Delee Fromm, Delee Fromm Consulting Inc.*

3:30 pm - 3:45 pm  Break

3:45 pm - 5:00 pm  Attitude is Everything: Improving Professional Mindset for Increased Success

Studies have shown that professional attitude has the power to uplift & invigorate or tear down & deflate ambition, motivation and success. Talent & skills are simply not enough. Professional attitude is the jet fuel behind any transition or career goals and makes an incredible difference in your life. Attitude can be a powerful tool for forward positive action or it can be a poison that cripples your ability to fulfill your potential. Attitude determines whether you are on your way to success or in your own way. In this presentation we will come to understand the role of attitude in professional success and learn ways we can all improve our professional attitude and mindset so our career goals and ambitions become more attainable.

*Keri Schaeffer, On the Mark Consulting Services*
Day 2

9:00 am - 9:10 am     Welcome Back and Announcements

9:10 am – 10:30 am    A Perfect Match? Personal Strengths & Career Requirements

Career transition can be a grand adventure - but one that can also be fraught with uncertainty and doubt. Knowing your leadership strengths and barriers can strengthen confidence and help steer you in the right career direction. This leadership-style "self-assessment" instrument will predict your strengths and barriers in the areas of Leadership Style and Influence, Decision Making, Workplace Interactions, Initiative, and Resilience. The report will also assess your leadership potential by comparing your results with the personality dimensions associated with success in a broad range of managerial settings. You will have the opportunity to review and interpret your results and consider strategies for your own personal further development.

Suzanne Park, Partner, Park Vandal and Associates

10:30 am - 10:45 am   Break

10:45 am - 12:00 pm   Have a Plan and Be Prepared: How to Shine in an Interview

How do you communicate to your interviewers that you are well suited for the job? You communicate with your appearance, your body language, and with everything you say. The key to success is to be clear about your message and prepared to showcase your personality, strengths, and enthusiasm. This session will cover practical tips and strategies to: formulate your message and play to your strengths, deal with nervous energy, build rapport with your interviewers, and prepare thoroughly to feel confident and focused.

Anne Carbert, Career Counsellor & Transition Coach

12:00 pm - 1:15 pm    Lunch

1:15 pm - 2:45 pm     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 women who have had highly successful alternative legal careers what you need to know to be competitive.

Karen Borden, AVP and Senior Counsel, Manulife

Sylvia Carruthers, Counsel, Practice Review, Professional Development and Competence
Law Society of Upper Canada

Lynda Tanaka, Executive Chair of the Environment and Land Tribunals Ontario, and Chair of the constituent tribunals (inc. OMB, Assessment Review Board, Environmental Review Tribunal, Board of Negotiation and Conservation Review Board)

Sandra Montanino, Director, Professional Development, Goodmans LLP

4.5 Professionalism hours
14.75 New Member CPD hours
2:45 pm – 3:00 pm    Break

3:00 pm - 4:00 pm    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. This session will show you how to create a vision for your future and go after it. Learn how to prioritize your goals and translate them into a concrete plan of action.

Marjorie Shore, The Coaching Clinic

4:00 pm - 5:30 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.