



WOMEN WHO LEAD

KEY TAKEAWAYS FROM THE WOMEN WHO LEAD ROADSHOW

During this roundtable event, our distinguished panel of successful women described their career journeys -- past, present and future -- with a focus on key events and important steps along the way. The panel led an open discussion on career growth and how to prepare for change by building colleague relationships, making connections and practicing collaboration. This takeaway captures highlights from the discussion.

This roadshow next travels to Philadelphia and New York in July. Watch for details and tell your friends there to join the discussion.

Do you have an idea for a future Women Who Lead Virtual Roundtable? [Submit your idea today!](#)

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Career Growth: Colleagues, Connections and Collaboration

Panelists:

Michele Gossmeier, Director, Information Governance and Compliance at Dentons

Joy Heath Rush, VP of Client Development at Litéra Corp

Jennifer Schwartz, Vice President, Executive Placement and Advisory Services at The Cowen Group

ILTA TAKEAWAYS

- Make connections. Put yourself out there.
- It's easy to stay at your desk and work. Get out of your comfort zone, make connections and never eat alone,
- Find people you can emulate and people you can "dis-emulate."
- Fear of failure is your biggest handicap.
- Overcome your fear of new things and say "yes" at the beginning of your career to develop a wide range of skills and learn many things to help you advance.
- In the middle of your career, develop the skill to read the future. Identify what's next in your field/industry and learn how to do it. Be ahead of the curve.
- In the latter part of your career, take stock in what's important to you and what aspects of your work give you pleasure. Learn when to say "no" to help ensure that things you commit to don't stretch you too thin and allow you to share your best value.
- Jennifer realized, "I didn't want to be just a lawyer." Take stock of your strengths, your life, what you want to do and find something new to try.
- When you don't get the sought after promotion, give yourself a moment and then get to work. Learning from the experience, evaluate the feedback and determine what you can do better or differently next time.
- Know yourself. Know your strengths and your skill gaps and work to fill those gaps.
- Have a long-term and disciplined strategy filled with diversified opportunities. Have a roadmap but don't be afraid to take detours to try new things and extend yourself. If you wait for someone to tap you on the shoulder, your career probably won't advance much.
- Be indispensable to the organization, *not* the position.
- Join the [Women Who Lead ILTA Community](#).

Career Growth: Colleagues, Connections and Collaboration

Panelists in Philadelphia:

Catherine Monte - Chief Knowledge Officer, Fox Rothschild LLP

Karen Allen - Manager Information Governance Technology, Morgan, Lewis & Bockius LLP

Jean Durling - Chief Talent Officer, Fox Rothschild LLP

Cindy Thurston Bare- Director, Knowledge Management, Orrick, Herrington & Sutcliffe LLP

ILTA TAKEAWAYS

- Be confident in your capabilities. Say yes when opportunities arise.
 - When faced with a challenge, see it as an opportunity to view a situation from a new perspective.
 - If you take a break in your career or go through a career change, it is okay to take a step back to move forward.
 - Take learning opportunities when they are presented to you. They will help you discover your strengths.
 - Find “connectors” in your organization to collaborate and learn what others are doing across departments.
 - Seek out mentors in your organizations who will take time to teach you things outside of your job description.
 - Then you can take on new responsibilities for career growth.
 - If a mentor leaves your organization, s/he can still be a good mentor for you.
- Don't just join an organization. Get involved.
 - Get outside of your comfort zone.
 - Volunteering can provide connections to help you with technical skills and soft skills gaps.
 - Find and connect with your peers in similar roles in other organizations.
 - Know that different people have different styles. Find and embrace your style.
 - You don't have to be the loudest person in the room to make an impact. The informal discussion after the meeting can demonstrate your value.
 - Trust your instincts and don't be intimidated. You deserve a seat at the table.
 - *Listening* is just as important as what you have to say.
 - Learn to identify the goals and agenda of others to discover the “real” issues.
 - Join the [Women Who Lead ILTA Community](#).

Career Growth: Colleagues, Connections and Collaboration

Panelists in New York:

Catherine Monte - Chief Knowledge Officer, Fox Rothschild LLP

Karen Levy – Director of Global Technology, Debevoise & Plimpton LLP

Charlotte Rushton – Managing Director, Large & Midsize Law Firms, Thomson Reuters

ILTA TAKEAWAYS

- Be proactive. Accept interesting opportunities.
 - Offer your hard work and quick learning as assets even when you don't have all the experience. Note: Men apply for opportunities when they are 50% qualified. Women often turn down opportunities when they are 90% qualified.
 - Get out of your comfort zone.
 - Volunteer for projects. These are the turning points in your career.
 - A successful career is not contingent upon a straight career trajectory.
 - Formal training is not required for success.
 - Identify your weakness or fear. Work to overcome it.
 - Always ask for what you want, but in a serious, professional and strategic way.
 - If see or experience inequity, identify it and ask for it to be remedied.
- Understand the culture where you work. To grow and to lead, the "people" component is integral.
 - As you grow in your career, focus on building people's trust in you.
 - Find a mentor(s).
 - Mentors will support you when you need support, challenge you when you need to be challenged and always offer honest feedback.
 - Find your sponsors or champions within your organization.
 - Learn from successful people. Study their body language, public speaking skills and conflict resolution skills.
 - Connect with your peers at other firms and organizations to learn. They face similar opportunities and challenges.
 - Build a network outside of your organization. Help this network and they will help you.
 - Join the [Women Who Lead ILTA Community](#).