



2019 NATIONAL BAR ASSOCIATION – COMMERCIAL LAW SECTION  
*32nd Annual Corporate Counsel Conference*

Lunch and Panel- NexGen: Disrupting Leadership Demographics

Friday, February 1, 2019 - 11:45AM -1:15PM - Ritz-Carlton Ballroom 1-3

**SPEAKERS**

- **Deirdre Stanley**, Executive Vice President, General Counsel, Thompson Reuters
- **Raymond Ferrell**, Executive Vice President General Counsel & Corporate Secretary, DexYP
- **Wanji Walcott**, Senior Vice President and General Counsel, PayPal

*Moderator:* **Jerry D. Hamilton, Esq.**, Managing Partner, Hamilton, Miller & Birthisel LLP

**Description**

Description: Simply put, general counsel of Fortune 500 companies are sorely lacking in diversity and fail to reflect society. Empowering diverse, rising stars in legal departments to become general counsel has never been more important. It is imperative that legal departments, in cooperation with external organizations, develop succession plans and talent management initiatives with diversity in mind. Join this panel of in-house counsel dedicated to increasing diversity among Fortune 500 general counsel to explore not only the importance of diversity at the general counsel level, but how we can achieve a more balanced representation.

**Highlight**

ACC Foundation would like to highlight ACC's Executive Leadership Institute (ELI) as vehicle for disrupting the demographics of General Counsel. ELI is an exclusive, one-of-a-kind master class for rising in-house counsel who demonstrate promise to become general counsel during their career. Participants learn directly from general counsel and business leaders how to succeed in this challenging role. Furthermore, we limit this class to 30 participants, who must all be nominated by the chief legal officer of their organization. ***We strongly encourage diverse nominations. Twenty-one (21) of our ELI Fellows have gone on to secure a general counsel position and include the general counsel of companies such as Anheuser-Busch InBev, Ford Motor Company, Staples, Kimberly-Clark, and Mayo Clinic.***



### **Question/Talking Points**

- A.** Please introduce yourselves and take 5 minutes to tell us your story and what was your path to GC
- B.** What steps would you recommend to someone who is interested in becoming GC.
  - Any particular skill set needed to build to increase chances
  - Any particular associations or group that are of interest
  - Any particular programs, courses etc (ACC's Executive Leadership Institute)
- C.** What fundamental core qualities do think every GC should possess?
- D.** I want to turn to how we can specifically increase the number of Black GCs
  - Raymond/Wanji - I know you sit on the Advisory Counsel for the Black General Counsel 2025 Initiative can you tell us more about the Initiative and its work
  - Is there anything that current Black GCs can do to stimulate and encourage the advancement of more Black GC to their ranks
- E.** Can you speak to how your particular company helps in building and retaining a diverse corporate legal team?
- F.** Given that the path to GC will typically start from lawyers who come from outside law firms, what thoughts could you offer to your fellow GCs about ensuring that firms have in their pipeline diverse talent?
- G.** There is a current focus on increasing the amount of black partners in majority firms. This is ever so important. Changing focus for minute, what can GCs do to increase minority owned firms participation within their organizations, that would also enhance the chances of their lawyers getting in the pipeline?



- H.** How do potential pipeline candidates get recognized and known to Fortune 1000. How can they increase their visibility and chances of being considered?
  - Type of networking; Where to network?
- I.** We all know mentorship is important, but finding a mentor is easier said and than done. What concrete steps can you recommend for pipeline candidates to find and create relationship with a mentor?
- J.** Any particular books, podcasts, literature that you would recommend to pipeline candidates that is a must read and why?
- K.** Sum up final thoughts and advice.....