



**Pennsylvania Bar Association
Commission on Women in the Profession**

Getting down to
Business

2014 Fall Retreat

**November 14-15, 2014
The Hotel Hershey,[®] Hershey, PA**



Featuring keynote
speaker Milana Hogan,
co-chair of the ABA Grit
Project





Getting Down to Business

According to recent studies, women and men are entering law firms in equal numbers. However, women are still behind when it comes to senior leadership-level positions. How can women break through? What can we learn from the Harvard Business School and ABA Grit initiatives to level the playing field and close the confidence gap?

Join fellow members at the Pennsylvania Bar Association Commission on Women in the Profession 2014 Fall Retreat Nov. 14-15 at The Hotel Hershey as we focus on “Getting Down to Business” and looking at how you can improve networking/communication strategies, calculate and maximize your worth in any setting, and get what you want from your career and life.

The Retreat schedule includes:

- We kick off the retreat on Friday evening as we welcome our keynote speaker Milana Hogan, co-chair of the ABA Grit Project. The recently-launched Grit Project educates about the science behind the grit and growth mindset and provides women attorneys with the resources to assess, teach and learn these traits. We will then move to a discussion of the Harvard Business School’s Case Study on Gender Equity.
- On Saturday, we will explore strategies to increase the effectiveness of your professional communications in “Getting to the Table.” We will learn more about women’s earning capacities, financial performance indicators that measure success (regardless of employer or practice area) and leadership in finance-oriented positions in “Getting to the Numbers.” Finally, in “Getting What You Want,” we will dig deeper into quality-of-life issues by discussing non-linear and risk-taking paths to succeed on your own terms.

SCHEDULE OF EVENTS

Friday, November 14

- 5:00 – 7:00 p.m. Registration**
- 5:00 – 6:00 p.m. Drop-in Book Group Discussion on *My Beloved World* by SCOTUS Justice Sonia Sotomayor**
- 6:00 – 6:30 p.m. Opening Reception and Cash Bar**
- 6:30 – 8:30 p.m. Welcome Address and Dinner**
Roberta Jacobs-Meadway and Nancy Conrad, Co-Chairs Commission on Women in the Profession
- 7:40 – 7:45 p.m. Introduction of Keynote Speaker**
Roberta D. Liebenberg, Esq., Past Chair of the ABA Commission on Women in the Profession
- 7:45 – 8:30 p.m. Keynote Speaker**
Milana Hogan, Co-Chair, ABA Grit Project
- 8:30 – 10:00 p.m. Hospitality/Grit & Harvard Business School Discussion**
After dinner, participants will break out into small groups to discuss the ABA Grit and Harvard Business School Gender Equity Initiatives. Please click on this [link](#) to read the case study and be prepared to share your thoughts and ideas on how these gender-based issues carry forward from the classroom to the real world. Snacks and cash bar available.

Saturday, November 15

- 7:45 – 9:00 a.m. Continental Breakfast Buffet**
- 8:00 – 8:55 a.m. WIP Business Meeting and new member/attendee intros**
All WIP members are invited to attend the business meeting. Use this time to learn more about the various WIP committees and the projects they are working on. All WIP members are encouraged to sign up for as many committees as you want — get involved! Click [here](#) to sign up for a WIP committee or committees.
- 9:00 – 10:00 a.m. “Getting to the Table”**
Positioning Yourself for Professional Success, Networking/Communication Strategies and “Having Your Message Heard” in varied settings
Educational Objective: This session will provide at least five specific strategies to improve the effectiveness of your professional communications. Participants will enter this session with background from Friday night’s Grit presentation and discussion, from reading and discussing the Harvard Business School article about strategies for improving women students’ class participation, and from reading *The Atlantic* magazine article, “[The Confidence Gap](#).”
- Speakers:**
- Moderator: The Honorable Kathy Manderino, Esq., Campaign Manager, The Campaign for Fair Education Funding, Philadelphia
 - Kathryn R. Doyle, Esq., Saul Ewing LLP, Philadelphia
 - Courtenay R. Dunn, Esq., Phelan Hallinan LLP, Philadelphia
 - The Honorable Kim D. Eaton, Allegheny County Court, Family Law Division, Pittsburgh
 - Sharon R. Lopez, Esq., Triquetra Law Firm, Lancaster
- CLE Credit: One Credit Substantive*

Saturday, November 15

10:00 – 10:20 a.m. Checkout Break

10:20 – 11:20 a.m. "Getting to the Numbers"

Compensation/Calculating Your Worth/Business Opportunities/Understanding the Numbers — for all areas of practice

Educational Objective: This session will provide specific guidance on law-related financial topics, including keeping your organization solvent; what financial measurement tools law practices use; the key financial performance indicators critical to measuring your success (regardless of employer or practice area); and how to successfully manage legal accounts receivable funds and worth to meet your professional and individual needs. Participants will enter the session with background from Friday night's Grit presentation and discussion, from reading and discussing the Harvard Business School article about strategies for improving women students' earning capacity and leadership in finance-oriented positions, and from reading *The Atlantic* magazine article, "[The Confidence Gap](#)."

Speakers:

- Moderator: Marisa H. Lattimore, Esq., In-House Counsel, Super Bakery, Pittsburgh
- Jan L. Brown, Esq., Jan L. Brown & Associates, Harrisburg
- Roberta Jacobs-Meadway, Esq., Eckert Seamans Cherin & Mellott LLC,, Philadelphia
- Maura J. Lynch, Esq., Lyman & Ash, Philadelphia
- Jullia A. Sheridan, Esq., Chief Counsel, Governor's Office of Administration, Harrisburg

CLE Credit: One Credit Substantive

11:25 a.m. – 12:25 p.m. "Getting What You Want"

A deeper discussion than the usual programs on these issues — going to the next level

Educational Objective: This session will provide specific guidance and inspiration for taking steps to choose and achieve the practice and life you want rather than finding yourself in "default mode." Participants will enter this session with background from Friday night's Grit presentation and discussion, from reading the Harvard Business School article about the school's approach to this topic from student/faculty/administration perspective, and from reading *The Atlantic* magazine article, "[The Confidence Gap](#)."

Speakers:

- Moderator: Ellen D. Bailey, Esq., Eckert Seamans Cherin & Mellott LLC, Philadelphia
- Robyn Katzman Bowman, PA Department of Conservation & Natural Resources, Harrisburg
- Kathleen Misturak-Gingrich, Esq., Law Offices of Peter J. Russo PC, Mechanicsburg
- Mary Beth Osborne, Esq., PA Public Utility Commission, Harrisburg
- May Mon Post, Esq., Deasey, Mahoney, Valentini and North, Ltd., Philadelphia
- Julieanne E. Steinbacher, Esq., Steinbacher and Stahl, Williamsport

CLE Credit: One Ethics/Professionalism Credit

12:30 p.m. WIP Getaway Luncheon

CLE Credits

The Pennsylvania Bar Institute is approved by the Pennsylvania Supreme Court Continuing Legal Education Board as an accredited CLE provider. The PBA Commission on Women in the Profession 2014 Fall

Retreat has been approved by the Pennsylvania Continuing Legal Education Board for up to three hours of CLE credits. To receive credits, you must register and submit the blue forms following the program. CLE materials will be given to all attendees.

PENNSYLVANIA BAR INSTITUTE
Continuing Education Arm of the Pennsylvania Bar Association
BRINGING EXCELLENCE TO CLE

Registration Information

Registration Deadline: Oct. 31, 2014

Full Event Registration Fee includes the Friday reception, dinner, keynote speaker, hospitality/group discussion, Saturday continental breakfast, buffet lunch and access to sessions and CLE program materials:

PBA Member	\$90
PBA Non-Member	\$175
Law Student	\$45

Friday Dinner Choices:

- Honey soy glazed salmon filet
- Lancaster County pan-roasted chicken breast
- Vegetarian dish available upon request: parmesan lemon risotto cake, roasted seasonal vegetables, wilted chard, sun-dried tomato sauce

Saturday Only Registration Fee includes Saturday continental breakfast, buffet lunch and access to sessions and CLE program materials:

PBA Member	\$65
PBA Non-Member	\$95
Law Student	\$45

To become a PBA member, please click [here](#).

Sessions and CLE Information:

Three CLE sessions are offered on Saturday in addition to the keynote speaker on Friday evening.

"Getting to the Table"\$30
9:00 a.m. – 10:00 a.m.

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"Getting to the Numbers"\$30
10:20 a.m. – 11:20 a.m.

CLE Credit: One Credit Substantive

"Getting What You Want"\$30
11:25 a.m. – 12:25 p.m.

CLE Credit: One Ethics/Professionalism Credit

Registration deadline: Oct. 31, 2014

- After the deadline, registrations will be accepted on a space-available basis.
- Written cancellations must be received before the close of business on Oct. 31. Upon receipt, a refund will be issued, minus a \$25 administrative fee. No refunds will be issued after Oct. 31.

Register online [here](#)

For more information regarding registration, call the PBA Meetings Department at 1-800-932-0311, ext. 2245 or 2231.
Fax: 717-213-2507

Hotel Information



Guest Rooms

To reserve your guest room, call 1-800-437-7439 or 717-533-2171 and use reservation ID #1782975 before October 20, 2014. After this date, reservations will be accepted on a space-available basis only. Rates are \$217 per night plus taxes for standard (single or double occupancy) accommodations. Please note that your first night's room and tax will be charged to your credit card when reservations are made. Check-in time is 4:00 p.m. and check-out time is noon. Complimentary in-room wireless internet is provided.

The Spa At The Hotel Hershey

Arrive early or stay late ~ The Spa at the Hotel Hershey offers a variety of signature treatments to help you rejuvenate, relax and unwind. Indulge in a warm chocolate fondue body wrap, body polish or soothing massage. Advance reservations are strongly suggested and can be made by calling 717-520-5888.

Fitness Center/Fitness Classes

Resort guests have complimentary access to the fitness center, indoor swimming pool and whirlpool Jacuzzi. Professionally equipped with treadmills, recumbent bicycles and elliptical equipment, the fitness center is open from 6:30 a.m. – 10:00 p.m. daily. Enjoy one of the complimentary fitness classes offered to hotel guests and feel invigorated for the rest of the day. Contact the center at 717-533-2171, ext. 1702 for a list of daily classes.

Travel/Parking

The Hotel Hershey is located at 100 Hotel Road, Hershey, PA 17033 and is conveniently located to major interstate highways and the Pennsylvania Turnpike. Complimentary valet and self-parking is available on site.



Fall Retreat Public Service Project

For the Fall Retreat, the WIP Public Service Committee has chosen Girls on the Run as its service project. Girls on the Run is a transformational, physical activity-based positive youth development program for girls in 3rd through 8th grade. The program culminates with the girls being physically- and emotionally-prepared to complete a celebratory 5k running event. The goal of the program is to unleash confidence through accomplishment while establishing a lifetime appreciation of health and fitness.

Please watch for additional details regarding contributing to this very worthwhile organization.