



## 408 - No One Taught This in Law School, So How Did I Get Here?

**Stephen Martin**

*General Counsel*

Corpedia

**Diane Rohleder Watkinson**

*Senior Vice President of Tax*

AOL LLC

**Kimberly Strong**

*Chief Counsel & Vice President, Business Conduct & Compliance*

America Online, Inc.

**Jon Werther**

*Executive Vice President, Business Development*

AOL LLC

**Deena Williamson**

*General Counsel and Senior Vice President*

Williams Lea, Inc.

## Faculty Biographies

**Stephen Martin**  
General Counsel  
Corpedia

### **Diane Rohleder-Watkinson**

Diane Rohleder Watkinson is the senior vice president of tax for AOL, a subsidiary in the AOL Time Warner group, in Dulles, Virginia. She is experienced in both domestic and international tax matters, and regularly handles both transactional and controversy work, as well as tax policy work which includes legislative efforts at the Federal and State levels.

Prior to joining AOL, Ms. Rohleder Watkinson was the director of tax for the Asia Pacific Region for CSX Corporation. She also worked at Baker & McKenzie's Washington, DC office before going in-house. She has served on the board of directors for AOL Europe Services Sarl, which housed AOL's European business. She has also served as an auditor at Price Waterhouse's Washington, DC office, with a focus on non-profit clients, as well as small start-up businesses in the area.

Ms. Rohleder Watkinson currently serves as vice president on the board of directors for Pine Island POA, a homeowners' association. She has been involved in mentoring law students. She has also raised awareness and money for the National Multiple Sclerosis Society. She is a Certified Public Accountant in the State of New York.

Ms. Rohleder Watkinson holds a B.B.A. (magna cum laude, with highest honors) from Hofstra University. She earned a J.D. from George Washington University National Law Center (cum laude) and has two LL.M.s from Georgetown University Law Center.

### **Kimberly Strong**

Kimberly Strong is chief counsel and vice president, business conduct and compliance, at AOL LLC. She works to ensure that AOL lives up to its goal of maintaining a workplace that values ethics, integrity and compliance with the law. In this role, Ms. Strong heads AOL's business conduct and compliance office, managing all initiatives designed to meet the requirements of the Federal Sentencing Guidelines for Organizations. Among these initiatives are; responsibility for training, communications, help line support and investigations. Ms. Strong also oversees the AOL executive compliance council and AOL's network of SBC advisors, a group of employees from various levels and areas of the company who are dedicated to shaping an AOL culture that respects ethics and compliance in the workplace as well as in the marketplace.

Previously in her career, she worked as in-house counsel in the telecommunications, electric, and gas industries. Her interest in ethics and compliance grew from her legal work in litigation, labor, and employment. Ms. Strong is currently a board member of the Ethics & Compliance Officer Association.

Ms. Strong is a graduate of The Ohio State University College of Law in Columbus, Ohio.

**Jon Werther**  
Executive Vice President, Business Development  
AOL LLC

**Deena Williamson**  
General Counsel & Senior Vice President  
Williams Lea, Inc.

## Panelist Bio overviews

- How did I get here?
- Formal, Informal and Continuing education?
- The decisions?
- The mistakes?
- The risks?
- The challenges?
- Where to next?

## Take Control of Your Career

- Exceeding expectations is a given, this is not a distinguishing characteristic.
- Only working hard is a mistake, spend time building relationships personal and professional.
- Schedule calls and meetings.
- Avoid inappropriate delegation, up and down.
- Being Naïve, be Suspicious, Trust your instincts.
- If you have a budget, spend it especially on your employees.
- Protecting Bad Behavior
- Invest in learning to be a manager and a leader. Read books, read magazines, take classes.
- Learn to delegate, build teams and relationships.
- Listen to compliments

## Branding and Marketing

- Define it and develop a plan to communicate your values and abilities
- Don't wait to be noticed. Ask for an assignment.
- Talk about where you want your career to go.
- Use relationships to open doors.
- Be careful about sharing personal information in the office and on the Internet
- Take your quarterly and annual reviews seriously.
- Keep your resume updated.

## Being Seen and Heard

- Know the language of your business.
- Disagreeing without being a jerk.
- Wanting everyone to like you.
- Don't discount the effort.
- Attend meetings, make presentations.
- Join professional associations, take on leadership roles.
- Network - Linked-In
- Don't ignore feedback but don't let people define you.
- Seek people who will take a chance on you.
- Find a mentor.