

# 114 - Career Development

Catherine Fox, Immediate Past President, ACC Europe

Miriam Longchamp, Consultant, MLA Global Legal Search Consultants

Nick Macrae, Vice President, Business Affairs, International,  
Warner Brothers Digital Distribution

Juan Carlos Alfonso Rubio, General Counsel, Sogecable

- Internal Mobility
- Educating Yourself for the Next Move
- Networking
- Relationship with Headhunters

## Internal Mobility

- What is your company's stance towards internal moves (e.g. between divisions)?
- Be aware that official line and individual attitudes may well diverge
- Prepare the ground by raising the possibility of an internal move in formal appraisals
- Develop talent within your existing team, so that a successor can be promoted from within

## Internal Mobility

- Network with people in other divisions
- Be opportunistic - if a new division is being established, speak to the business executives
- Transition needs to be managed carefully - avoid doing two jobs at the same time
- Once you have moved, let go of your old role and embrace the new

## Educating Yourself for the Next Move

- Feeling that the moment to move has arrived
- A change is not always for the best
- Showing other people (except your own company) that you need to move
- Do I need help for my next move?
- Do's and don't's. Nobody makes the right decision always

# Networking

- What it is: Creating a network of **people** who you can call and who **might** be will be willing to provide information or assistance. It is a **two way** street.
- What it brings: Practical and pertinent **information** sometimes before the information becomes public knowledge .Remember: “Knowledge is power”
- **Assistance**, a good word put in
- Where to network at home and abroad
- Do’s and Don’t’s on where, with whom and how!

## Relationship with Headhunters

- They work for your prospective employer and are paid by the same
- They are part of your network
- How to give them information and gather information
- Questions to ask them about a prospective new job
- Do's and Don't's



LEGAL SEARCH  
CONSULTANTS

+44(0)20 7448 9960

## STRATEGIES FOR SUCCESS – FOR SENIOR IN-HOUSE ATTORNEYS

### **DO:**

- Gain exposure to M&A. In today's fast-moving economy where mergers and acquisitions drive tremendous growth, an in-house lawyer will pick up valuable skills working with the CFO and senior management to identify potential M&A targets and take charge of M&A negotiations.
- Step up the learning curve with regards to complex commercial transactions. Companies engage in a wide range of business activities, and deals get not only bigger but more complex. Being a hands-on partner to the business side requires in-house counsel to have a firm commercial and legal understanding of complex transactions ranging from licensing to joint ventures to servicing agreements.
- Get conversant on intellectual property issues. Whether your employer is a retail consumer company or a technology firm, a good chunk of its assets is its intellectual property. Be familiar with the strategic management of an IP portfolio. Even if you are not trained in litigation, develop an understanding of IP litigation – what it means to protect your company's IP assets.
- Become involved with corporate governance. An aspiring in-house lawyer should develop a good understanding of Sarbanes-Oxley (if at a U.S. multinational) and other potential exposures facing the company. She should have experience interacting with and addressing the legal needs of the company's Board of Directors.
- Develop people skills. An in-house lawyer is not evaluated by billable hours. Know your clients and understand what they need. Communicate in a professional and easy-to-understand manner. Make sure your internal clients are on the same page when you present ideas and give advice. Miscommunication often occurs when you are under-communicating.



- Be an effective manager and mentor. Part of a senior in-house counsel's job is to grow the legal department, delegate responsibilities effectively and supervise junior lawyers. Creating an open channel of communication, providing feedback, and teaching the junior team members the commercial aspects of the deals beyond the legal requirements will foster a strong team-oriented environment.
- Build a wide network of mentors, supporters and peers. According to a recent study US by NALP and the American Bar Foundation, men are far more likely to engage in informal networking, such as joining partners for breakfasts or serving on committees. Why let men have all the fun? Networking within and outside of your company raises your visibility and builds friendships and business ties that could lead to your next promotion.
- Be familiar with securities compliance. Unless an in-house lawyer is happy with a particular niche or special focus, she should have a broad understanding of securities compliance such as the preparation of SEC filings and enforcing insider trading policies. Securities compliance is an essential part of a senior in-house counsel's core competencies.
- Learn to be persuasive and firm without going overboard. You can get your point across more effectively by wrapping your steel fist in a velvet glove.

#### **DON'T:**

- Don't sit behind your desk and wait to be told what to do. Be proactive!
- Don't limit yourself to a narrow area of expertise. A General Counsel is more often a generalist than a niche expert.
- Don't stop learning. The business and legal landscapes are constantly changing.
- Don't speak Legalese. Speak plain English!
- Don't be nice and professional to only senior-level colleagues. People do get promoted!