



809: Career Management for Attorneys in Transition

Wayne M. Koprowski
Associate General Counsel & Assistant Secretary
Navigant Consulting, Inc.

Pamela R. Schneider
Vice President and Deputy General Counsel—Retail Merchandising and Marketing
Sears, Roebuck and Co.

Charles A. Volkert, III
Vice President
Robert Half Legal

Faculty Biographies

Wayne M. Koprowski

Wayne M. Koprowski is associate general counsel and assistant secretary at Navigant Consulting, Inc., a NYSE specialized independent consulting firm headquartered in Chicago. His responsibilities include acquisitions and divestitures, securities regulation, and employment law. He also has responsibilities for managing the real estate function.

Prior to joining Navigant Consulting, Mr. Koprowski held senior management positions as general counsel and director of human resources at SEI Information Technology, and vice president, general counsel, and secretary at Joslyn Corporation. He was also senior counsel and assistant secretary at Zenith Electronics Corporation where he was appointed by the board of directors to serve on the company's retirement committee.

Mr. Koprowski is an adjunct professor of management at Dominican University Graduate School of Business in River Forest, Illinois where he received the Excellence in Teaching Award.

Mr. Koprowski graduated from St. Louis University, received his JD from DePaul University College of Law, and his MBA from Northern Illinois University

Pamela R. Schneider

Pamela R. Schneider is vice president and deputy general counsel, retail merchandising and marketing at Sears, Roebuck and Co. in Hoffman Estates, Illinois. She is responsible for management of all legal matters related to the purchase for resale, marketing, sales, and operations of portfolio of businesses which includes over 860 mall-based full-line retail stores and over 2,000 specialty retail stores, including hardware, and dealer stores.

Prior to joining Sears, Ms. Schneider served as general counsel and corporate secretary at JMC Group in San Diego, a publicly traded financial services company with approximately \$35 million in revenues. Subsidiaries included two SEC-registered broker-dealers and numerous state-licensed insurance agencies. She was responsible for management of all legal, regulatory, and compliance matters.

She is a member of the Illinois, California, and District of Columbia Bar Associations.

Ms. Schneider received her BA, magna cum laude, from The University of Pennsylvania, in Philadelphia and her JD from The University of Chicago Law School in Chicago.

Charles A. Volkert, III

Charles A. Volkert III is vice president of national sales for Robert Half Legal, the premier provider of experienced project and full-time attorneys, paralegals, and legal support professionals for law firms and corporate legal departments, located in Menlo Park, California. Mr. Volkert previously served as division director of the firm's permanent and temporary placement divisions. He has been instrumental in the Eastern zone expansion of Robert Half Legal, which has locations in major markets throughout the United States and Canada.

Before joining Robert Half Legal, Mr. Volkert worked for Ford & Sinclair in Miami and McGrane & Nosich in Coral Gables, Florida.

Mr. Volkert received his BA from Furman University and his JD from the University of Miami School of Law.



CLE Session 809: Career Management for Attorneys in Transition

**Wayne M. Koprowski, Associate General Counsel,
Navigant Consulting, Inc.**

**Pamela R. Schneider, Vice President and Deputy General Counsel,
Sears, Roebuck and Co.**

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The in-house bar association.™



Take Control of Your Career

- Strategy is critical to success on the job
- Develop an “independent contractor” mindset
- Prepare a career plan

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Make Your Aspirations a Reality

- Establish goals that are meaningful to you
- Create a strategy for accomplishing them
- Implement daily practices that will enhance your value to your current and future employer
- Periodically review long-term goals and strategy
- By taking control of your career, you have greater advancement potential and higher job satisfaction

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Create Long-term Goals

- Professional goals provide the foundation for decision-making
- Help determine whether an employment opportunity is worth exploring

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Think About Your Dream Job

- What skills do you need to be considered for the role?
- Consider alternative careers
- Conduct a periodic evaluation of your skills
- Develop your skills and make changes that will put you back on course

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Assess Your Initial Motivation

- Making intelligent decisions requires an understanding of your attitudes, objectives and long-term goals
- What attracted you to your current work? (growth potential, job security, compensation?)

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Assess Your Skills: What Makes a Good Attorney *Great*?

- Legal expertise and knowledge
- Business-oriented consulting
- Communication skills
- Initiative
- Adaptability and resiliency
- Judgment
- Management skills
- Problem-solving skills
- Organization, time management
- Technology skills
- Conflict resolution and negotiation skills
- Courageous leadership
- Presentation skills

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Review Your Accomplishments

- Revisit projects and cases that gave you a strong sense of satisfaction
- Identify which factors contributed to your personal sense of achievement
- Think about your preferred working style

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Define the Missing Link

Review areas that require improvement:

- Project management abilities
- Interpersonal or communication skills
- Other areas such as technical experience or business acumen

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Stay on the Cutting Edge

- Continuing Legal Education (CLE)
- Industry seminars and events
- More formal education (MBA, CPA programs)

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Network

- Local Bar Associations and Committees
- “Ripple effect”
- Professional recruiters, references, Internet

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Be Visible

- Make sure your VP or GC is aware of your accomplishments
- Contribute during meetings, arrive to work early, stretch your abilities
- Take initiative
- Maintain a positive attitude

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Learn from Your Mistakes

- Maintain perspective
- Look for ways to turn challenges into opportunities
- “You learn more from your mistakes than from your successes.”

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Find Balance

- In a recent survey by Robert Half Legal, attorneys ranked increased workloads demands as their number one challenge as a manager

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Steering Through a Career Crossroads

- After years of hard work, you may find yourself at a professional plateau
- Case study: Don, in-house counsel for telecommunications company for 10 years, now facing burnout
- Situation isn't unusual. There are guidelines for steering through a career crossroads

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Reassess Plans

- Reassess plans when you've hit a plateau
- Plan ambitiously -- think about tangible goals *and* bigger dreams

Projects and cases

Types of organizations

Think 5-10-15 years out

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