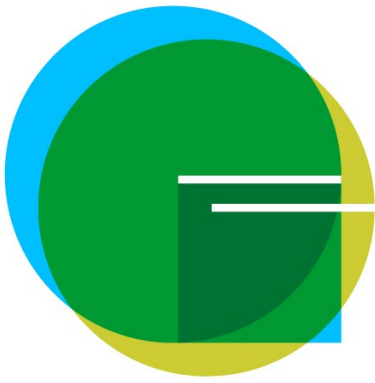




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Creating & Motivating High Performing, Diverse, Multi-Generational Teams

Program Background

Drawing upon the work of **Ron Friedman**, an award-winning psychologist and the founder of ignite80, a learning and development company, which teaches leaders science-based strategies for building high- performing teams, we focus on his six traits/behaviors that distinguish inclusive leaders from others for guidance:

Visible commitment: They articulate authentic (unwavering, undeniable, consistent, affective, lasting) commitment to diversity, challenge the status quo, hold others accountable and make diversity and inclusion a personal priority that extends far beyond their team members and influences work culture/ sets moral standards and expectations for others to uphold/ influences others around them to uphold.

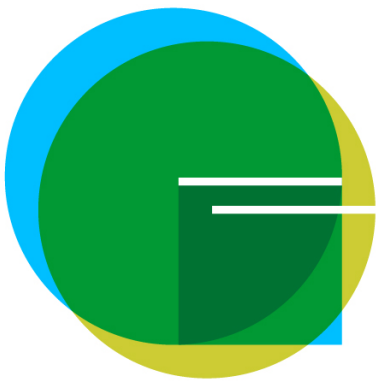
Humility: They are modest about capabilities, admit mistakes, and create the space for others to contribute.

Awareness of bias: They show awareness of personal blind spots as well as flaws in the system and work hard to ensure meritocracy.

Curiosity about others: They demonstrate an open mindset and deep curiosity about others, listen without judgment, and seek with empathy to understand those around them.

Cultural intelligence: They are attentive to others' cultures and adapt as required.

Effective collaboration: They empower others, pay attention to diversity of thinking and psychological safety, and focus on team cohesion.



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Nicole Eichberger, Managing Partner, New Orleans Office,
Proskauer Rose LLP

Aisha Greene, Director of Attorney Development and Training,
Cadwalader, Wickersham & Taft LLP

Shellye Pruitt, Senior Director of Attorney Development and Diversity,
Munger, Tolles & Olson LLP

Adele Lemlek, Senior Managing Director,
Greiner Consulting Group

What best practices does your firm utilize to ensure your diverse attorneys integrate across offices? Into organization's culture etc.?

Have these practices now been instituted firm-wide?

What do you think inclusion will look like at your organization after returning to the office?

What trends are you hearing about?
What changes are you seeing in the
industry that inspire you?

As we are entering a new phase of hybrid work environments, do any of the trends/ changes discussed above reflect influences from how things were pre-pandemic?

Or, in turn, do they offer new approaches to building successful teams in a post- pandemic world?



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Adele Lemlek, Senior Managing Director,
Greiner Consulting Group