



DLA PIPER GLOBAL WOMEN'S LEADERSHIP SUMMIT

SEPTEMBER 29-30, 2014 • FOUR SEASONS HOTEL • CHICAGO

DLA Piper Global Women's Leadership Summit September 30, 2014

Moderator

- Marla S. Persky, President and CEO, WOMN LLC

Panelists

- Sheila C. Cheston, Corporate Vice President and General Counsel, Northrop Grumman
- Verona Dorch, Vice President, General Counsel, Chief Compliance Officer & Corporate Secretary, Harsco Corporation
- Mary A. Francis, Chief Corporate Counsel, Chevron Corporation
- Wendy L. Weinberger, Senior Vice President Operations and General Counsel, i4C Innovations, Inc.

Panel Topic

Onward and Upward: Demonstrating Success as a General Counsel and Beyond

I. Course Overview

While there are countless career advancement opportunities for general counsel, it can be challenging to figure out how to position yourself for those opportunities. The panelists will explore issues such as the expectations and responsibilities of being promoted to general counsel; issues to keep in mind when becoming a member of the C-suite; considerations when transitioning to a new industry; leveraging your talents and accomplishments to achieve your next career milestone; and how to effectively select and groom a successor.

II. Course Discussion

A. Looking for Stretch Opportunities: Do not limit yourself to what you are trained to do

Often opportunities to advance lie in unpredictable places – they may be in unfamiliar industries or within a company or department that is experiencing transition. Opportunities may also lie in new roles in which the GC has little or no experience. In any event, career advancement often requires moving beyond your comfort zone of training and experience, taking a few risks, and embracing stretch opportunities. Our panelists will share tools and tips for “signaling” to decision makers that you are willing to step out of your comfort zone to help enhance advancement opportunities.



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B. Issues to be aware of at the time of transition

When transitioning into new roles there are the issues that you are warned about and prepared for, as well as issues you may not have anticipated. In a frank dialogue our panelists will reveal some of the issues that new GCs should consider when transitioning including, how much of successful leadership is about people, management, leadership and mentoring- far beyond the substantive legal work.

C. Mentoring and Sponsorship

Mentoring relationships are critical to a GC's success and they range from role models and peer mentors to sponsors – senior people who use their political capital to advocate for their protégé. Many organizations have formal mentoring and sponsorship programs in place to help ensure the retention and advancement of their professionals. There are successes and challenges to this approach and our panelists will examine some of the best models and identify lessons learned from the challenges. They will also examine their own roles as mentors and sponsors, identifying some the characteristics of successful mentor/protégé relationships. Finally, they will explore how prospective protégés can make themselves “sponsor ready,” thereby increasing the odds that someone in a senior role will make the decision to invest in them.

D. Succession Planning

Today's corporate governance best practices include succession planning for the C-suite. Increasingly this also includes the GC role. Not every GC will have the opportunity to be a part of the succession planning for her role, but those who do will have to consider several factors including whether the ideal candidate is internal or external, the experience and gravitas of the candidate and how much support there is from the executive leadership and the board. Our panelists will provide their reflections and thoughts on grooming a successor.

III. Conclusion

The trajectory of a successful GCs career includes several components beyond good lawyering. Issues such as taking risks at the right time, positioning yourself for promotion, learning from your mistakes, mentoring and being mentored, effective succession planning and more, will come up over the course of your career. Drawing upon their personal experiences and industry best practices, our panelists will leave the audience with practical tools and tips for career advancement.



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Marla S. Persky
President and CEO
WOMN LLC

Marla Persky is CEO and President of WOMN LLC, a company dedicated to helping women succeed in the business of law by increasing their knowledge of and acuity with financial drivers, client development and leadership. Throughout her professional life, Ms. Persky has had the opportunity to understand and practice business principles that lead to personal and company success. Through years of mentoring, she has shared her experience and observations with other attorneys and professionals to assist them in career development and business excellence.

Ms. Persky retired in 2013 as Senior Vice President, General Counsel and Corporate Secretary for Boehringer Ingelheim USA, where she oversaw a department of over 70 individuals. She also was a member of Boehringer's executive management team and a director of the company and several of its subsidiaries.

Prior to joining Boehringer Ingelheim, Ms. Persky spent 19 years at Baxter International Inc., where she held numerous business and legal positions, the most recent of which was Acting General Counsel and Corporate Secretary. During her career at Baxter, Ms. Persky managed global legal services, was General Manager of an international medical device business, led international crisis management teams, acquired and integrated international businesses, and designed/implemented legal strategies to manage global mass torts.

Ms. Persky practiced with the Chicago firm of Lurie, Sklar & Simon. Before entering the practice of law, Ms. Persky worked in sales and marketing for the Colgate-Palmolive Company.

In addition to her legal work, Ms. Persky has served on the board of directors of Cytoc Corporation, a NASDAQ traded medical device and diagnostics company. She was also on the board of Boehringer Ingelheim Corporation, the largest privately owned pharmaceutical company in the world. Ms. Persky was a director of Watermark, Inc. a private publisher and broker of children's literature.

Ms. Persky is a frequent speaker on a variety of subjects including leadership principles, mentoring, diversity, crisis management and negotiation techniques.

Ms. Persky is a graduate of Washington University School of Law and Northwestern University.

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Sheila C. Cheston

Corporate Vice President and General Counsel
Northrop Grumman

Sheila C. Cheston is corporate vice president and general counsel for Northrop Grumman Corporation, a leader in global security. Cheston oversees all of Northrop Grumman's legal matters. She is also a member of the company's corporate policy council.

Cheston joined Northrop Grumman from BAE Systems, Inc., where she was executive vice president responsible for strategy and planning, finance, mergers and acquisitions, and all legal matters associated with BAE Systems Inc.; she also served as a member of its board of directors. Previously, Cheston was a partner at the law firm of Wilmer, Cutler & Pickering, where she was chair of the firm's International Aviation, Defense and Aerospace Group.

She has held key leadership positions in the U.S. government, including general counsel of the United States Air Force where she oversaw approximately 1,500 lawyers stationed worldwide, and special associate counsel to the President of the United States.

Cheston earned a Bachelor of Arts degree from Dartmouth College and a Juris Doctor degree from Columbia University School of Law. She is a fellow of the American Bar and a member of the Council on Foreign Relations. Cheston also serves on the Board of Advisors, National Military Family Association and the Board of Directors, Equal Justice Works.

Northrop Grumman is a leading global security company providing innovative systems, products and solutions in unmanned systems, cyber, C4ISR, and logistics and modernization to government and commercial customers worldwide. Please visit www.northropgrumman.com for more information.



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A. Verona Dorch

Vice President, General Counsel, Chief Compliance Officer & Corporate Secretary
Harsco Corporation

A. Verona Dorch serves as Vice President, General Counsel, Chief Compliance Officer & Corporate Secretary of Harsco Corporation, a \$2B public company (NYSE: HSC). Ms. Dorch serves as a member of Harsco's executive leadership team while also leading the global Legal, Compliance, Security and Enterprise Risk Management functions for Harsco and working closely with the company's Board of Directors. Ms. Dorch is a seasoned corporate executive experienced in leading cross-functional teams and change management efforts and in managing legal staffs, budgets and outside counsel, and directly engages in improving the productivity of her teams and the quality of the services provided through long range planning. In 2013, Ms. Dorch was recognized as a 2013 Pennsylvania Diverse Attorney of the Year, speaks nationally and has authored and been quoted in numerous articles pertaining to leadership, the development and sponsorship of employees and the building of in-house functions.

Prior to joining Harsco, Ms. Dorch worked as a senior associate at Pillsbury Winthrop Shaw Pittman LLP in both their Northern Virginia and San Francisco offices, and spent over two years working in Tokyo, Japan as a secondee with a Pillsbury client, Sumitomo Chemical, a position which helped spark her interest in working in-house with a multinational corporation. Prior to joining Pillsbury Ms. Dorch worked with two New York law firms, Weil, Gotshal & Manges LLP and Friedman, Kaplan Seiler & Adelman LLP, and started her legal career at WilmerHale LLP in Boston, Massachusetts. She received her JD from Harvard Law School and her BA from Dartmouth College.



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Mary A. Francis
Chief Corporate Counsel
Chevron Corporation

Mary Francis currently serves as Chief Corporate Counsel for Chevron Corporation. In this role, she is responsible for the leadership, direction and management of Chevron's Corporation Law Department, which provides legal support for certain enterprise-wide legal matters, including compliance, policy, investigations, environmental and safety law, employment law, real estate and certain corporate transactions. Prior to becoming Chief Corporate Counsel, Ms. Francis served as general counsel for Chevron Asia Pacific Exploration and Production Company. In that position she was based in Singapore and oversaw legal matters arising in nine Asia Pacific countries where Chevron has upstream operations or investments.

Previously, Ms. Francis served as managing counsel for Chevron's Pipe Line and Shipping companies. In this role, she managed legal matters relating to the operation of Chevron's oil and gas transportation assets, as well as strategies for pipeline and shipping elements of new upstream and gas projects. Prior to that assignment, Ms. Francis served as senior trademark counsel for ChevronTexaco. Before joining Chevron, she practiced at major law firms in San Francisco and Chicago, where she focused on intellectual property. While practicing intellectual property law, Ms. Francis frequently spoke and published on topics involving trademark and copyright law and served on the board of directors of the International Trademark Association.

Ms. Francis received a master's degree in business administration from the Haas School of Business at the University of California, Berkeley, in 2006; a Juris Doctor from the College of William and Mary, Virginia, in 1990; and a Bachelor of Arts from Mount Holyoke College, Massachusetts, in 1986.



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Wendy L. Weinberger

Senior Vice President Operations and General Counsel
i4C Innovations, Inc.

As SVP Operations & General Counsel of i4C Innovations Inc., the creator of VOYCE™, Wendy Weinberger oversees and manages product management and operations, trade show and event strategy and execution, human resources, customer service and sales operations. She also provides legal advice on a broad range of topics including corporate governance, product clearance, intellectual property, advertising and marketing, unfair and deceptive trade practices and employment matters.

The VOYCE Experience (available in Summer 2014 for consumers) combines breakthrough, wearable, patented technology with the latest insights from animal health experts enabling a deeper, clearer connection between dogs, the people who love them and the industries that serve them. VOYCE was named one of the best new wearable tech health and wellness devices at the Consumer Electronics Show in January 2014 by top media outlets including *Today*, CNN, the *Wall Street Journal* and *USA Today*, and has been featured in more than 1,000 different media outlets worldwide.

Previously, Ms. Weinberger served as Deputy General Counsel for Intersections Inc. (i4C's parent company), a leading provider of consumer and corporate identity risk management services, and General Counsel of Identity Guard®, the Intersections' direct-to-consumer identity theft protection division, where she managed and advised on a broad range of compliance issues relating to marketing and advertising law, including telemarketing, direct marketing and insurance law; human resources, intellectual property and real estate matters; supervised all legal matters related to product clearance, customer and membership programs; and vendor and direct marketing contracts. Prior to joining Intersections, Ms. Weinberger served as corporate counsel at Savvis Communications and Cable & Wireless America, and prior to that she practiced at McDermott, Will & Emery. During her time in private practice, she focused on intellectual property issues including the development and management of trademark and copyright portfolios, the drafting of software and intellectual property licenses and agreements and advising regarding advertising and marketing matters.

Ms. Weinberger has also served as the Chair of the Intersections' Charity Committee which has raised more than \$625,000 for Children's Miracle Network Hospitals since its inception in 2011.

Ms. Weinberger received her J.D. from Georgetown University Law Center and her undergraduate degree, *cum laude*, from University of Maryland.

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