

# Diversity News

First Quarter 2019

## (Monthly Calendar)

### January

Mentoring Month

### February

Black History Month

### March

Women's History Month

### April

Older Americans Month

### May

Asian Pacific American Heritage Month

### June

Gay & Lesbian Pride Month

### July

Diversity Awareness Month

### August

Work-Life Balance Month

### September

Hispanic Heritage Month

### October

Disability Employment Awareness Month

### November

American Indian Heritage Month

### December

Universal Human Rights Month

## Five Years in a Row: Womble Bond Dickinson (US) Once Again Named Best Place to Work for LGBTQ Equality on HRC Corporate Equality Index

Womble Bond Dickinson (US) LLP has been named one of the Best Places to Work for lesbian, gay, bisexual, transgender and queer (LGBTQ) workplace equality for the fifth consecutive year.

The firm once again earned a perfect score of 100 percent on the 2019 Corporate Equality Index (CEI). The CEI is a national benchmarking survey/report on corporate policies and practices related to LGBTQ workplace equality and is administered by the Human Rights Campaign Foundation. Womble Bond Dickinson (US) LLP has earned a perfect CEI score every year since 2015.

"We strive to be an inclusive, respectful workplace for all our employees. The HRC Corporate Equality Index is an important benchmark of how we are doing in this regard, and we are honored to again be named a Best Place to Work for LGBTQ Equality," said Womble Bond Dickinson (US) LLP CEO and Chair [Betty Temple](#).

The 2019 HRC Corporate Equality Index measured such criteria as:

- Non-discrimination workplace protections;
- Domestic partner benefits;
- Transgender-inclusive health care benefits;
- Company-wide organizational competency programs; and
- Positive public engagement with the LGBTQ community.

By meeting all of these criteria, Womble Bond Dickinson (US) LLP earned a 100 percent ranking and the designation as a Best Place to Work for LGBTQ Equality.

"Serving the needs of all employees, including our LGBTQ team members, is an ongoing mission. We are grateful to be recognized once again as a Best Place to Work for LGBTQ Equality, and we are committed to continue working for equality and inclusion for everyone," said Womble Bond Dickinson Diversity Committee Co-Chair [Kevin Lyn](#).

## (Diversity Committee)

**Kevin Lyn** (Co-chair)  
Raleigh, x8151

**Beth Jones** (Co-chair)  
Raleigh, x8177

**Alison Bost** (Vice-chair)  
Charlotte, x6328

**Lauren Anderson**  
Raleigh, x8127

**Daniel Attaway**  
Wilmington, x4365

**Heather Barber**  
Winston-Salem, x3676

**Virginia Barnhart**  
Baltimore, x5803

**Loryn Buckner**  
Winston-Salem, x3732

**Ashley Bynoe**  
Atlanta, x7482

**Todd Carroll**  
Columbia, x7730

**Sarah Cibik**  
Raleigh, x8192

**Barbara Fountain**  
Greenville, x5997

**Tatiana Garcia**  
Charlotte, x6350

**Kevin Hall**  
Columbia, x7710

**Todd Harris**  
Tysons Corner, x2267

**Danielle Herritt**  
Boston, x3141

**Debbie Israel**  
DC, x2246

**Debbie Johnson**  
Columbia, x7707

**Ericka Johnson**  
Wilmington, x4337

**Ashley Kelley**  
Charleston, x4679

**Sterling Laney**  
Greenville, x5429

**Lawrence Matthews**  
Winston-Salem, x2546

**Philip Mohr**  
Greensboro, x3577

**Emily Kota O'Rourke**  
Atlanta, x7512

The Human Rights Campaign Foundation is the educational arm of America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual transgender and queer people. HRC envisions a world where LGBTQ people are embraced as full members of society at home, at work and in every community. For more information on the 2019 Corporate

Equality Index, or to download a free copy of the report, visit [www.hrc.org/cei](http://www.hrc.org/cei).

In a statement, HRC President Chad Griffin said, "Time and again, leading American businesses have shown that protecting their employees and customers from discrimination isn't just the right thing to do—it's also good for business."

## DCA Live Names Womble Bond Dickinson's Cathy Hinger Among 2019 Emerging Women Leaders in Private Practice Honoree

WASHINGTON, DC — Womble Bond Dickinson attorney [Cathy Hinger](#) has been named one of DCA Live's Emerging Women Leaders in Private Practice.

According to DCA Live, the 2019 Emerging Women Leaders in Private Practice class are "great women lawyers in the Washington region who are emerging as leaders within their firms and the broader legal community."

Winners were honored at a March 19 awards ceremony at Wiley Rein's DC office. Womble Bond Dickinson DC Office Managing Partner [Elizabeth Lee](#) was a member of the host committee for the event. Other attendees included Womble Bond Dickinson attorneys [Rebecca Jacobs Goldman](#), [Chris Jones](#), [Ana Jara](#), [Alysa Austin](#), and [Amy Yoon](#).

"I was honored to receive this recognition and applaud DCA Live for bringing this group of emerging women leaders together. The honorees were uniformly interested in building relationships with one another, which will strengthen referral and support networks for women lawyers' practices at firms in DC."

Since 2014, DCA Live has hosted events featuring the fastest growing companies and most dynamic professionals in the Washington, DC region's legal, association & nonprofit, entrepreneur, federal tech, real estate, and corporate communities. DCA Live also publishes the twice-weekly digital newsletter *the DCA*, featuring profiles of leading professionals from these industries.



## ( Diversity Committee )

**Tiffani Otey**

Winston-Salem, x3629

**Laramie Paras**

Greenville, x5435

**Nik Patel**

Atlanta, x7514

**Kate Rooney Thomson**

DC, x4506

**Pamela Rothenberg**

DC, x4422

**Mark Schamel**

DC, x4481

**Sudhir Shenoy**

Charlotte, x4970

**Betty Temple**

Greenville, x5415

**Russell Thomas**

DC, x4552

**Paul Turner**

Houston, x7857

**Joann Waters**

Winston-Salem, x3781

## ( Contributors )

Heather Allison

Alison Bost

Bruce Buchanan

Cristy Carter

## Women of Womble Bond Dickinson Host International Women’s Day Celebration: Economist Augusto Lopez-Claros Talks Gender Equality and Prosperity

The [Women of Womble Bond Dickinson](#) (WOW) hosted international economist Augusto Lopez-Claros as part of the firm-wide celebration of International Women’s Day and Women’s History Month. Lopez-Claros, author of “Equality for Women = Prosperity for All,” discussed his research which has shown that time and again, gender equality has led to economic prosperity in countries around the globe.

Lopez-Claros noted that most people look at women’s rights strictly as a human rights issue, but he clarified with the audience that the presence or absence of women’s rights can have far-reaching social, economic and political impacts on countries’ human rights issues. Research collected shows that 90% of World Bank member countries have laws that discriminate against women. According to Lopez-Claros, “We pay a heavy price for not having women at the table.”

In her opening remarks, WOW leader [Cathy Hinger](#) highlighted Lopez-Claros’s work as being heavily research-backed, and she acknowledged that the firm’s leadership was proud to contribute to the gender equality conversation and International Women’s Day by sharing Lopez-Claros’s findings.

### About Women of Womble Bond Dickinson

WOW is a network of women lawyers dedicated to supporting the professional success of one another through intentional acts of mentorship, collaboration, and sharing of opportunities.

### About the Guest Speaker

Augusto Lopez-Claros is an economist at the World Bank currently on leave as a senior fellow at the School of Foreign Service at Georgetown University. From 2011-2017, he was the Director of the World Bank’s Global Indicators Group which was responsible for the Bank’s Doing Business report and other international benchmarking studies such as Enabling the Business of Agriculture and Women, Business and the Law. Prior to the World Bank, Lopez-Claros was the Chief Economist and Director of the Global Competitiveness Program at the World Economic Forum in Geneva, Switzerland. Lopez-Claros has a degree in mathematical statistics from Cambridge University, England, and a Ph.D. in economics from Duke University.



Augusto Lopez-Claros with Cathy Hinger

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## Women in Construction Holds a Lunch and Learn on Workplace Harassment at Charleston Office

NAWIC uses Women in Construction Week to highlight women as a viable component of the construction industry.

CHARLESTON, SC— More than two dozen women from the Charleston area’s top construction-related companies attended a lunch and learn hosted by Womble Bond Dickinson’s Charleston office on Tuesday. The luncheon was a featured event for Women in Construction Week and featured a panel discussion on workplace harassment.

Women in Construction Week was established by the [National Association of Women in Construction](#) (NAWIC), the nation’s foremost professional development and networking organization for women in the construction industry. NAWIC uses Women in Construction

Week to highlight women as a viable component of the construction industry. The week-long event is also a chance for the NAWIC’s thousands of members across the country to raise awareness of the opportunities available for women in the construction industry and to emphasize the growing role of women in the industry.

The luncheon panel on workplace harassment was comprised of Womble Bond Dickinson attorney [Ashley Kelley](#), Shawn Edwards, Chief Diversity Officer at the Citadel, and Sarah Lowndes, HR Director at CT Lowndes. Womble Bond Dickson attorney [Dana Lang](#) moderated the panel.

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## Womble Bond Dickinson’s Vivian Coates Named Leadership Council on Legal Diversity Fellow



[Vivian Coates](#),  
Partner

WINSTON-SALEM, NC — Womble Bond Dickinson (US) LLP attorney [Vivian Coates](#) has been selected as a 2019 Fellow of the Leadership Council on Legal Diversity (LCLD). The purpose of the LCLD Fellows Program is to identify, train, and advance the next generation of leaders in the legal profession.

According to LCLD President Robert J. Grey, Jr., the LCLD Fellows Program offers participants “a year-long, in-depth program devoted to relationship-building, in-person training, peer-group projects, and extensive contact with LCLD’s top leadership and the best teachers in the business.”

Founded in 2009, LCLD is a growing organization of more than 300 corporate chief legal officers and law firm managing partners who are personally committed to creating a more diverse and inclusive legal profession. The LCLD Fellows Program, which has trained more than 1,600 mid-career attorneys since 2011, is one of LCLD’s most important initiatives.

This is the second consecutive year that Womble Bond Dickinson has had an LCLD Fellow, as [Sonny Haynes](#) was selected as a 2018 Fellow.

For more information, visit [www.lclldnet.org](http://www.lclldnet.org).

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## Womble Bond Dickinson Baltimore Team Attends BLSA Annual Scholarship and Awards Banquet

BALTIMORE, MD — A team from Womble Bond Dickinson's Baltimore office attended the 44th Annual Scholarship and Awards Banquet of the Black Law Students Association (BLSA) at the University of Maryland Francis King Carey School of Law. The firm was a Silver Sponsor of the event.

Womble Bond Dickinson attendees included Baltimore Office Managing Partner [Barry Herman](#), attorneys [Ginny Barnhart](#), [Newt Fowler](#) and [Sarah Meyer](#) and Womble Bond Dickinson Scholar/2019 summer associate Chukwukpee Nzegwu. Under Armour in-house counsel Jen Riso and Nick Hawkins and Francis King Carey School of Law Assistant

Dean for Career Development Dana Morris also joined the team at the Womble Bond Dickinson table.

The BLSA banquet was particularly noteworthy for the Womble Bond Dickinson team, as Nzegwu won the BLSA's Unsung Hero Award.

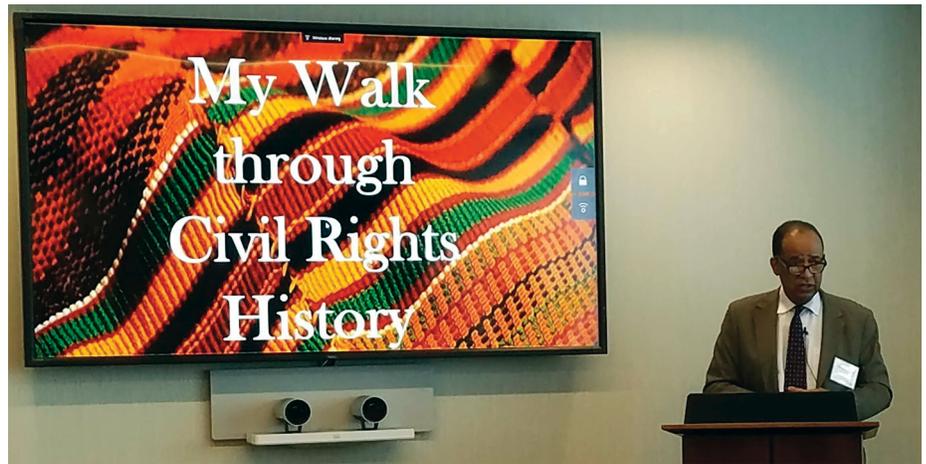
The theme for the BLSA banquet was "Honoring the Past, Treasuring the Future." With this in mind, the banquet celebrated the "triumphs of the trailblazers who came before us while emphasizing our responsibility to continue their work of laying the foundation for those to come." The banquet was held Feb. 28 at the University of Maryland Baltimore SMC Campus Center.



Womble Bond Dickinson Scholar / 2019 Summer Associate Chukwukpee Nzegwu and his Unsung Hero Award



Womble Bond Dickinson table at BLSA's 44th Annual Scholarship and Awards Banquet



## Diversity Speaker Series: Dr. Cleveland Sellers Shares his Walk through Civil Rights History with Womble Bond Dickinson

As a student at Howard University, he worked behind the scenes at the March on Washington—the site of Dr. King’s legendary “I Have a Dream” speech.

COLUMBIA, SC — The March on Washington. The Freedom Rides. The Birmingham Campaign. The Mississippi Summer Project. Dr. Cleveland Sellers was front and center at all of these landmark civil rights events, working alongside such leaders as Dr. Martin Luther King, Jr., John Lewis and Stokely Carmichael. And on Feb. 27, Dr. Sellers shared his walk through civil rights history with Womble Bond Dickinson.

Dr. Sellers was a last-minute substitute for his son, CNN political analyst and former SC Rep. Bakari Sellers, who was called away by the network for an assignment. However, Dr. Sellers has his own story to tell, starting with his childhood in rural South Carolina. At the age of 10, he was shocked by the brutal murder of Emmett Till, a 14-year-old African-American boy lynched in 1955. His killers were acquitted by an all-white jury.

“This had a significant impact on me,” Dr. Sellers said. “I thought, ‘What can I do?’”

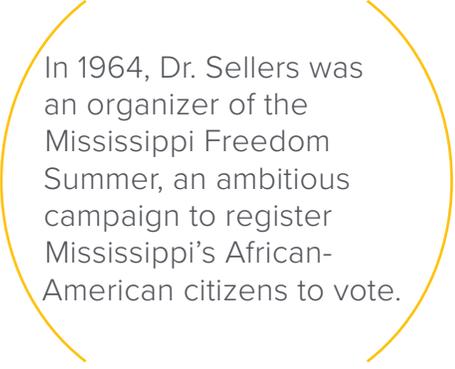
During the late 1950s and early 1960s, the Civil Rights Movement grew quickly in the United States. Prompted by Till’s murder, Rosa Parks famously refused to move to the back of a public bus, launching the

Montgomery Bus Boycott that led to the integration of the Montgomery, AL public transportation system. In 1960, students at NC A&T State University in Greensboro peacefully protested at a segregated lunch counter in downtown Greensboro, NC. The Sit-In Movement grew to 50,000 participants nationwide in just two months.

But there were tragedies alongside the successes. Dr. Sellers spoke about the 1963 bombing of the 16th Street Baptist Church in Birmingham by the Ku Klux Klan. Four young African-American girls died in the bombing.

Dr. Sellers was already involved in the Civil Rights Movement at that point. As a student at Howard University, he worked behind the scenes at the March on Washington—the site of Dr. King’s legendary “I Have a Dream” speech. But events like the 16th Street Baptist Church attack made him want to do more. He became a leader in the Student Nonviolent Coordinating Committee (SNCC), one of the key civil rights organizations of the 1960s.

“I withdrew from school and in 1964, went to Mississippi,” he said. In 1964, Dr. Sellers was an organizer of the Mississippi Freedom



In 1964, Dr. Sellers was an organizer of the Mississippi Freedom Summer, an ambitious campaign to register Mississippi's African-American citizens to vote.

Summer, an ambitious campaign to register Mississippi's African-American citizens to vote as well as to provide schools and libraries to predominantly African-American communities.

More than 1,000 out-of-state volunteers, as well as thousands of African-American Mississippians, participated in the project. But many white residents in the state opposed the movement—and that opposition often was violent, and even deadly.

Three of Dr. Sellers' colleagues—James Chaney, Andrew Goodman and Mickey Schwerner—disappeared one night following a meeting. Their bodies were discovered two months later in a shallow grave. Dr. Sellers volunteered to try and find the missing men, knowing full well that he, too, could become a target of racial violence.

“We stayed in the homes of people in those areas and we knew we were putting them at risk,” he said.

Dr. Sellers continued his activism and returned to Howard, earning a degree in 1967. He returned home to South Carolina, largely at the urging of his parents, who were worried for his safety. However, on Feb. 8, 1968, he found himself in the most dangerous situation of his life.

Students at South Carolina State University were protesting a local bowling alley which refused to admit African-American customers—in defiance of federal law. Tensions built over the course of several days

and on the night of the 8th, white police officers fired into the crowd of protesters. Three students were killed and 27 others were wounded.

Dr. Sellers was charged with a range of serious felonies following the shootings—charges that lacked any evidence and which independent observers say were without merit. He ultimately was sentenced to seven months in prison for inciting a riot. No one else served any time for their role in the Orangeburg Massacre.

“To this day, there has not been any investigation into the Orangeburg shootings,” he said. “If you don't deal with it, it's going to stay with us.”

Twenty-five years later, Dr. Sellers was given a full pardon by the state and in 2001, South Carolina Governor Jim Hodges formally apologized on behalf of the state for what happened that deadly night in 1968.

Following his release, Dr. Sellers again went back to school, earning a Ph.D. and eventually taking an administrative position with the University of South Carolina. In 2008, he became President of Voorhees College in his hometown of Denmark, SC.

Dr. Sellers' presentation took place live in the firm's Columbia office and was broadcast throughout the firm. Columbia Office Managing Partner [Kevin Hall](#) provided introductory remarks.

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## Women of Womble Bond Dickinson Hold Women’s Leadership Development Session in Charleston

CHARLESTON, SC — On Feb. 14, members of Women of Womble Bond Dickinson (WOW) in Charleston met for lunch to discuss women’s leadership skills.

The Charleston meeting was [built on a Jan. 24 WOW workshop](#), led by internationally recognized author, speaker and leadership expert Becky Shambaugh. The workshop focused on the skills and knowledge women need to become leaders in their firms.

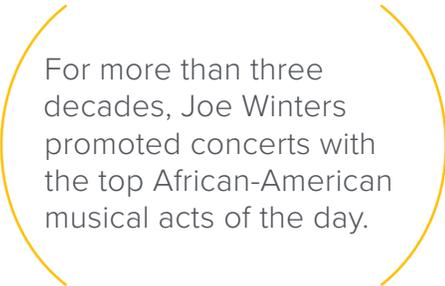
The agenda for the Charleston meeting focused on how to implement the topics presented at the Shambaugh workshop, including

displaying executive presence and creating a personal board of directors. The meeting also included an update on the firm’s participation in the Mansfield Rule 2.0 pilot project. This project aims to promote greater inclusion for women, minority and LGBTQ+ attorneys in the legal profession.

[Ashley Kutz Kelley](#) organized the Charleston event, with [Bethany Edmondson](#) and [Kathryn Mansfield](#) leading discussions. Attorneys [Laurel Blair](#), [Alissa Fleming](#), [Brandy Harris](#), [Cynthia Morton](#) and [Susan Smythe](#) also participated in the Feb. 14 session.

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## Womble Bond Dickinson Celebrates Local Civil Rights Trailblazer



For more than three decades, Joe Winters promoted concerts with the top African-American musical acts of the day.

RALEIGH, NC — Beginning in the 1940s, Joe Winters worked to break down the walls of segregation and bring black and white audiences together through a common appreciation for music. A [new exhibit at the Duke Energy Center](#) for the Performing Arts honors Winters and his legacy, and Womble Bond Dickinson is honored to be a sponsor of this exhibit.

For more than three decades, Winters, who was one of the first African-American police officers in Raleigh, promoted concerts with the top African-American musical acts of the day. He attracted A-list stars like Aretha Franklin, James Brown, Ray Charles and Little Richard to Raleigh’s Memorial Auditorium, where his

shows drew audiences of all races and helped to break the color barrier in the Triangle.

The exhibit, titled “Joe Comes Home: Celebrating Joseph Winters Sr., the Cop Who Bridged the Racial Divide One Superstar at a Time,” ran through March 2019.

A free reception in the lobby of Raleigh Memorial Auditorium featured music, guest speakers and more on Feb. 24. [Click here to watch a short video](#) on “Joe Winters Revival Celebrates Barrier-Breaking Entertainer” from WRAL-TV.

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## North Carolina Bar Association Honors Womble Bond Dickinson Attorney Claire Rauscher with Wade M. Smith Award for Dedication to Criminal Defense Law



*Jim Cooney and Claire Rauscher*

CHARLOTTE, NC—For more than a quarter of a century, Womble Bond Dickinson attorney [Claire Rauscher](#) has worked to ensure that “Justice for All” is more than just a saying. As a criminal defense attorney and former federal public defender, Rauscher has fought to ensure that everyone receives fair and just treatment in the criminal justice system.

For these efforts, the North Carolina Bar Association has named Rauscher its 2019 winner of the Wade M. Smith Award. The Wade M. Smith Award, along with the Peter S. Gilchrist III Award (given to a prosecutor), are the two most prestigious honors given by the NCBA’s Criminal Justice Section and these awards honor career contributions in the field of criminal justice law.

According to the NCBA, the Wade M. Smith Award is given to a criminal defense attorney “who exemplifies the highest ideals of the profession.” Rauscher is the first woman to win the award in its 11-year history.

“Claire’s clients and partners have long known that she is a special talent and asset to the criminal defense bar. The NCBA Criminal Justice Section could not have picked a more worthy recipient for this important recognition. We are honored to have her on our team,” said Chris Jones, Womble Bond Dickinson’s Business Litigation Practice Group Leader.

Rauscher led the Federal Public Defender for Western North Carolina before joining Womble Bond Dickinson. One example of her dedication to justice is [her defense of Keith Wright](#), which began at the Federal Public Defender’s office and continued after joining Womble Bond Dickinson.

In 1996, Wright was sentenced to life without parole on a drug conviction, largely due to federal sentencing guidelines in place at the time. Rauscher worked relentlessly for 12 years to advocate for her client. She successfully persuaded the court to reduce Wright’s sentence on two occasions, earned his release from prison, and successfully petitioned for an early termination of supervision.

Rauscher also [earned a second chance](#) for Cedric Dean, who was sentenced to life in prison on crack cocaine charges. During his time in prison, Dean became a published author and anti-violence advocate. Rauscher advocated for Dean from 1995 to 2017, when he was freed from prison, thanks to her help.

Previously, Rauscher has been named a fellow in the American College of Trial Lawyers, Chambers USA-ranked attorney for White Collar Criminal Defense, and the “2017 White Collar Attorney of the Year in Charlotte” by Best Lawyers in America.

Rauscher and 2019 Peter S. Gilchrist III Award winner Howard Neumann were honored at a Jan. 31 awards dinner in Cary, NC. Womble Bond Dickinson Dispute Resolution and Litigation Team Leader [Jim Cooney](#) provided the introductory remarks for Rauscher.

[Click here to watch a short video](#) on Claire Rauscher, in her own words.

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## Women of Womble Bond Dickinson Host Leadership Training Session with Best-Selling Author/Leadership Authority Becky Shambaugh

RALEIGH, NC — The Women of Womble Bond Dickinson (WOW) hosted a half-day professional development seminar followed by an evening of internal networking and mentoring. The Jan. 24 event took place in Womble Bond Dickinson's Raleigh office and the workshop was led by internationally recognized author, speaker and leadership expert Becky Shambaugh.

During the workshop, Shambaugh discussed how women can step up as leaders without sacrificing their authenticity or losing their uniquely valuable perspectives. She also broke down many aspects of executive presence and challenged participants to develop their leader brands. Shambaugh also shared

trends and stories around leadership today and key strategies and techniques to bolster confidence and increase competence while having a greater impact at large.

Shambaugh's workshop was followed by an equity partner reflection panel where seasoned partners [Debbie Israel](#), [Liz Arias](#) and [Chris Douglas](#) provided mentoring advice and feedback based on the themes discussed in the workshop. The session was wrapped by inspirational takeaways observed by the firm's Vice Chair, [Ellen Gregg](#).

The session was the second in this series of WOW leadership workshops. The first took place in Sept. 2018 in the firm's Northern Virginia office.



SHAMBAUGH President and CEO Becky Shambaugh is an internationally recognized leadership expert, author, keynote speaker, blogger for The Huffington Post and contributing editor for Harvard Business Review. Her best-selling books include “It’s Not a Glass Ceiling, It’s a Sticky Floor,” and “Make

Room for Her: Why Companies Need an Integrated Leadership Model to Achieve Extraordinary Results.”

Attorney [Cathy Hinger](#) leads WOW and organized this event with Chief Talent Officer Cindy Pruitt and Professional Development Manager Tatiana Garcia. [Click here for more information on the WOW initiative.](#)



*Becky Shambaugh and seminar attendees*

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## Womble Bond Dickinson’s Kevin Lyn, Stephanie Hinrichs, Maggie Watkins Represent Firm at Marketing Partner Forum



[Kevin Lyn](#),  
Partner



[Stephanie Hinrichs](#),  
Client Service  
Director



[Maggie Watkins](#),  
Senior Client  
Services Director

DANA POINT, CA — Attorney [Kevin Lyn](#) and Directors of Client Service [Stephanie Hinrichs](#) and [Maggie Watkins](#) represented Womble Bond Dickinson at the 26th Annual Marketing Partner Forum, held Jan. 23-25 in Dana Point.

Both Lyn and Hinrichs spoke on panels at the Marketing Partner Forum. Lyn, the Chair of the firm’s Diversity & Inclusion Committee, took part in a discussion on “Great Expectations: Enhancing Associates & Diverse Lawyer Representation in Business Development.” The

discussion centered on ways that law firms can collaborate with their clients to ensure the right blend of experience and talent.

Panelists also included Theresa DeLoach, Senior Business Development Manager at Jenner & Block LLP; Evan Parker, Managing Director—Analytics at LawyerMetrix; and Tyrone Thomas, Associate General Counsel of Invenergy LLC. Jan Anne Dubin, Founder & Chief Executive Officer of Jan Anne Dubin Consulting, moderated the discussion.

## ( Contact Us )

Diversity News welcomes your comments and suggestions, as well as ideas for future topics and written materials for publication. Please send your items to Debbie Johnson at [debbie.johnson@wbd-us.com](mailto:debbie.johnson@wbd-us.com).

Hinrichs was a panelist in a discussion on “Time and Tide: Examining the Maturing Sales Team Presence in Law Firms”. Key discussion points included:

- Building a compelling business case to combat partner/executive skepticism;
- Understanding the best professional sales profile for your firm;
- Identifying appropriate reporting structures for sales personnel; and
- Establishing goals and quantifiable success for the first year and beyond.

Joining Hinrichs were Erin Dimry, Chief Business Development Officer at DLA Piper; Greg Fleischmann, Chief Marketing Officer at Lowenstein Sandler LLP; Hans Haglund, Chief Commercial Officer at Eversheds Sutherland (US) LLP; and Darryl Cross of Intapp. Silvia L. Coulter, Principal at LawVision Group, LLC, moderated the discussion.

The Marketing Partner Forum was presented by Thomson Reuters’ Legal Executive Institute.



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