

2024 Pathfinder Spring Meeting Agenda

February 21 – 23, 2024 ♦ Marriott Marquis San Diego Marina

Wednesday, February 21, 2024

- 12:30 - 2:00 PM** **Arrivals and Registration**
PACIFIC BALLROOM FOYER
- 2:00 - 2:15 PM** **Welcome**
PACIFIC BALLROOM GENERAL SESSION
[Sarah Alexander](#), Senior Manager of Pipeline and Early Career Programs, LCLD
- 2:15 - 4:00 PM** **Looking Within: Leveraging TypeCoach to Strengthen Your Leadership Skills**
PACIFIC BALLROOM GENERAL SESSION
[Carrie J. Fletcher](#), Affiliate Instructor, Harvard Law School Executive Education
Every successful professional must have the desire and ability to engage in self-assessment. This session will use the TypeCoach Verifier Plus tool to help you understand your own default preferences around communication, information processing, and decision making. You'll also learn to identify key aspects of preferences that differ from your own and will strengthen your ability to tailor your interactions with others so that you communicate with increased clarity and effectiveness.
- 4:15 - 6:00 PM** **Networking Round Robin**
PACIFIC BALLROOM NETWORKING SPACE
Meet more of your 2024 Pathfinder peers during this small group speed networking event. This 90-minute session will include three 20-minute networking rotations with breaks in between. Light snacks and drinks will be provided.
- 6:00 - 7:30 PM** **Dine-Arounds**
VARIOUS SAN DIEGO RESTAURANTS - Pre-Registration Required

Thursday, February 22, 2024

- 8:30 - 9:45 AM** **Breakfast**
PACIFIC BALLROOM DINING AREA
- 10:00 - 11:30 AM** **The Art of Influencing Up**
PACIFIC BALLROOM GENERAL SESSION
[Mary Abbajay](#), President and Founder, Careerstone Group, LLC
In the dynamic landscape of professional environments, the ability to influence those in higher positions is a crucial skill for career advancement and organizational success. Using proven techniques and strategies taught in this interactive session, participants will learn how to improve communication, cooperation, and collaboration among individuals with different power levels, perspectives, needs, wants, and personalities. This session is designed to empower individuals at all levels to navigate upwards, build positive relationships with leaders, and strategically influence their career trajectory.
- 11:30 - 11:45 AM** **Group Photo**
MARINA TERRACE
- 12:00 - 1:30 PM** **Lunch**
PACIFIC BALLROOM DINING AREA

Thursday, February 22, 2024 *continued*

1:45 - 3:15 PM

▼ **GROUP 1 – The (Re)Framework: Leveraging Your Diversity to Compete Boldly and Unconventionally**

PACIFIC BALLROOM BREAKOUT ROOM A

Aliah Berman, Global Chief Diversity Officer, TBWA, Worldwide

Members of historically underrepresented groups often need to overcome unique challenges to survive. This is particularly true for diverse attorneys. In addition to navigating the challenges of a legal practice, we face additional barriers that often hinder the advancement of lawyers, such as unconscious bias, stereotypes, and lack of access to critical sponsorship. However, these challenges—and the overcoming they necessitate—provide a duality and can be re-framed and leveraged to your advantage. This session will explore an approach that provides a roadmap to personal and business success grounded in authenticity, boldness, and unconventional ways of competing. We'll also discuss how this re-framing of challenges will enable you to not just survive, but to thrive in your career.

▼ **GROUP 2 – You Belong Here: How Attorneys Can Overcome Impostor Syndrome**

PACIFIC BALLROOM BREAKOUT ROOM B

Michelle Silverthorn, Inclusion Nation Founder & CEO

Do you ever walk into your firm and feel out of place? That no matter how perfect you do a job, it is never perfect enough? Do you constantly feel that someday, someone, somewhere will stand up, point their finger at you, and expose you for who you believe you are—a fraud? This is impostor syndrome. But what causes it? How do our legal workplaces perpetuate it? What can we do to transform it? This interactive and engaging workshop will explain impostor syndrome, how others' biases and stereotypes about us can perpetuate it, what we can do to battle those feelings of exclusion and connect with the values we bring into our workplaces, and how each of us as attorneys can lean into the absolute certainty that we belong here.

3:15 - 3:30 PM

Break

3:30 - 5:00 PM

▼ **GROUP 2 – The (Re)Framework: Leveraging Your Diversity to Compete Boldly and Unconventionally**

PACIFIC BALLROOM BREAKOUT ROOM A

Aliah Berman, Global Chief Diversity Officer, TBWA, Worldwide

▼ **GROUP 1 – You Belong Here: How Attorneys Can Overcome Impostor Syndrome**

PACIFIC BALLROOM BREAKOUT ROOM B

Michelle Silverthorn, Inclusion Nation Founder & CEO

6:00 - 8:30 PM

Reception: San Diego Harbor Cruise

ADMIRAL HORNBLOWER BOAT

Friday, February 23, 2024

9:00 - 10:00 AM

Breakfast

PACIFIC BALLROOM DINING AREA

10:15 - 11:45 AM

Why I Find You Irritating: Navigating Generational Friction at Work

PACIFIC BALLROOM GENERAL SESSION

Chris De Santis, Specialist in Management & Organizational Development

People are living longer, working longer, and changing jobs more frequently than any other time in our history. The workplace and the workforce are no longer what it was when our father's father left the house each morning, worked hard each day, did what the company asked, and retired when it was time to do so. This nostalgic view of work was probably more romance than reality, but the image left a mark on the generation that followed. Events shape perceptions, perceptions become beliefs, and beliefs become the basis for our values. Welcome to the new world of work.

11:45 AM - 12:00 PM

Closing

PACIFIC BALLROOM GENERAL SESSION

Sarah Alexander, Senior Manager of Pipeline and Early Career Programs, LCLD