

## Women in Law: Strategies for Personal and Professional Success February 25, 2021

### Session 1: Management Styles: “We-economy vs. Me-economy”

Moderated by: [Paola Sangiovanni](#), Partner in the Life Sciences group at Italy member [Gitti and Partners](#)

#### Meeting Summary

- **Embrace modern leadership.** There is a paradigm shift as more women take on leadership roles. Making decisions now includes more consensus-building, emotions, communication and empathy.
- **Be aware of the women manager/subordinate dynamic.** Although leadership perception has been shaped by male qualities, emerging lawyers have an opportunity to break this pattern by managing more empathetically. Learn from your experiences and make decisions about what kind of manager you want to be, and what kind you don't want to be. Make your own leadership style!
- **Covid presents an opportunity for women in leadership.** Whether its political leaders such as Angela Merkel caring for the people of Germany or an associate pivoting and learning a new skill, the pandemic is presenting opportunities. The proven effectiveness of working from home will influence firms' outlook on flexibility and allow more women to advance to leadership positions.
- **Utilize your network effectively.** A woman's tendency may be to build deep, genuine relationships before drawing on them for favors or insights. Don't be shy in asking for what you need. Use your network in a professional, developed way.
- **Don't get trapped into being an “office mom.”** Speak up if you are asked to do something like order lunch or plan a social outing. Silence can harbor resentment, which can become toxic. It can also create a “party planner” persona that could lead to missing out on desirable assignments.
- **Learn to be an effective leader through example, and experience.** Practice clear and regular communication. Listen. Spend time when you don't have time and show empathy. Take note of leaders you admire, as well as those you don't. Gather experience, and confidence, by serving on a board or making your own initiative, such as creating a networking group.
- **Self-awareness is key.** If you're new to leadership, be self-aware of what triggers a lack of confidence or emotions. Build confidence by taking on small leadership roles before diving into something bigger. Draw on your network of women for support.

Attorneys at Law

**RichMay**

# **Overcoming Gender Bias**

Ally Law Discussion

February 25, 2021 @ 8pm EST

**Presented by Danielle Justo, Esq.**

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## Personal Journey - 2018: *the year of the silver sequined dress*

### Strategy 1: lobby, lobby, lobby – *jumping up and down in my high heels*

Problem: I experienced a loss of clients/referrers when they saw our website

Solution: Convincing of clients via partners explaining our origination model

### Strategy 2: mentors and sponsors

Problem: I wanted to become an equity partner, but there were no female equity partners

Solution: Sought out female mentors outside the firm (first female equity partner in Boston) and male sponsors to help me achieve this goal

## **Firm Strategy 1: *Make the Business Case for Diversity – bottom line***

- a) What do clients and referrers want? Institutions are requiring diversity by sending out surveys and rfps.
  - b) What are firms doing? How does your firm compare? Take an internal survey and “educate” on best practices in the market.
- Hire! Retain! Promote...Repeat! Need for diversity on hiring committee or use of placement firms. Can you see yourself in my high heels?

## Firm Strategy 2: Diversity Committee and Initiatives - *my baby*

- a) Management buy-in; having male allies to amplify your voice
  - b) Recruit for representation on all levels; “diversity within diversity” (so proud of our team!)
- Implicit bias test; trainings, consulting, 21-day program

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