

Maximizing Your **Potential**

Flexible Schedules: How To Make Them Work For You

December 11, 2008

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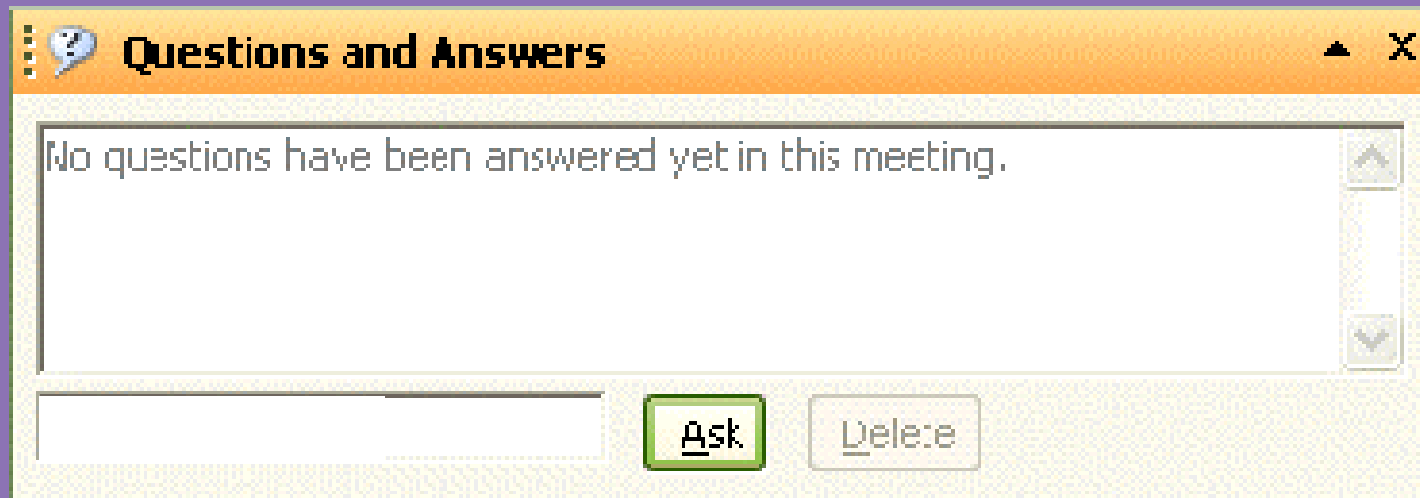
Housekeeping

- Today's program will last one hour (60 minutes)
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To Ask a Question

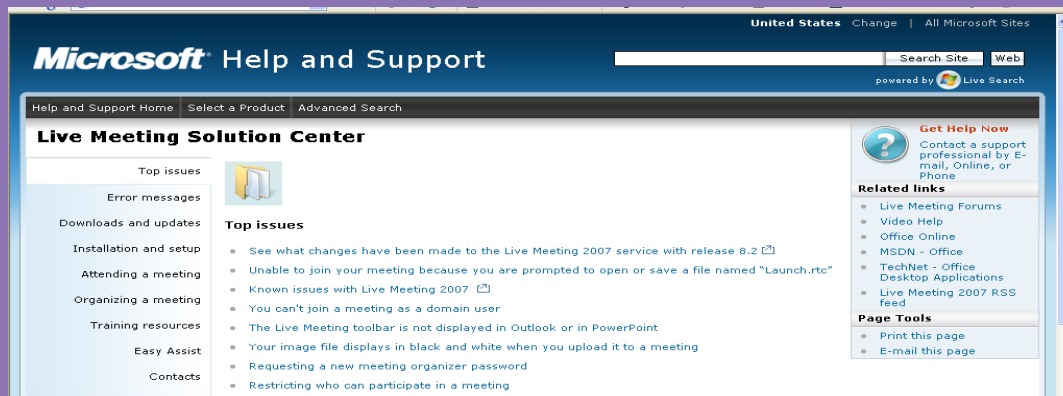
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Today's Moderator:
E. Lynn Grayson

- Chair of the Jenner & Block Women's Forum
- Member of the Board of Directors for the National Conference of Women's Bar Association and the Coalition of Women's Initiatives in Law Firms



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Today's Panelists: **Judith Finer Freedman**

- Founder of The Balanced Worker Project
- Member of The National Association for Women Lawyers (NAWL) planning committee for “Ready to On-Ramp”
- Listed on the Speaker's Bureau of the Network of Executive Women (NEW)



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Today's Panelists: **Amy B. Manning**

- Partner at McGuireWoods LLP
- Partner in Charge for the Call to Action Commitment on Women
- Founder of the Chicago Women Antitrust Lawyers Network



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Today's Panelists: **Erica Templeton Spencer**

- Senior Counsel at Foley & Lardner LLP
- Chair of Foley's Flexible Schedule Affinity Group
- Member of the firm's General Commercial Litigation Practice



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Discussion Questions

- What Do We Mean by Flex Time?
- Why Are Flex Hour Schedules Important?
- Key Aspects of Successful Flex Hour Initiatives

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Why are Flex Hour Schedules Important?

- Changing Culture in the Legal Profession
- Caregiving Roles
- Career Cycle and Life Cycle Intersect
- Business Case

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What are Lawyers Saying about Balance?

- *“I put my work before my personal/family life”*
 - 50% of partners and 66% of associates
- *“I have difficulty managing demands of work and family”*
 - Nearly 2/3 of all lawyers in firms
- *“Choosing an environment more supportive of family and personal commitments is a top priority for me”*
 - The majority of lawyers said except for male partners



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Challenges of Flex Within Work Cultures

- HR not providing strong support/direction for new mothers
- Flex policies often result in unsatisfactory career progress for participants
- Workplace culture response is inconsistent with “esprit de corps” of putting policies out there
- Having to prove work commitment negates a worker’s prior track-record
- Secret policies threaten trust in work culture
- The need for “face-time” negates the very concept of work/life policies

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Gender Roles/Caregiving Status

Stereotypes slow career progress

- Maternal Profiling
 - Judgments on Commitment/Focus
- Naïve impact on career/earning potential

Becoming a Caregiver

- Few Role Models exist
- Work Hours Change
- Workplace Policies lack Punch
- Second Shift
- Eldercare Unexpected Duties



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Can a Law Career and a Life Share the Same Space?

- Need for flexibility varies over time
- Most challenging at the first point of intersection
- Most success where cultures embrace various tracks



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Tide is Turning!

- Law firms are now scrambling to be “kinder, gentler” and do what they can to retain women, minorities and new associates
- **Money \$Talks**
 - ✓ Catalyst study found a loss of \$267,000 when an associate leaves
 - ✓ 43% of associates leave within the first 3 years (desire for balance)
 - ✓ Walmart took \$\$\$\$ away from firms who lack meaningful diversity policies

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Bring Back the Business Case

- Bring the metrics of programs back into focus
- PAR – Groundbreaking Study in 2001
- NALP -*In Pursuit of Attorney Work-Life Balance* Study
- Bright Horizons Study/Aird & Berlis
- Deloitte & Touche
- Companies on “Best” List more profitable

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Thank you for your participation.

If you have any additional comments and/or questions about this program, feel free to send them to diversity@foley.com

A recording and a copy of the presentation, as well as summaries from all of our previous programs, are available at **Foley.com**

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