



National Asian Pacific American Bar Association

Moving on Up: Reaching the Highest Levels of Leadership in Large Law Firms

NAPABA Convention
New Orleans
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Panelists and Moderator

- ▶ **Jeff Hsi**
Management Committee, Locke Lord
- ▶ **Yoon-Young Lee**
Management Committee, Wilmer Hale
- ▶ **Gina Shishima**
Partnership Committee (elected Board), Norton Rose Fulbright
- ▶ **Albert Tan**
Board, Haynes and Boone
- ▶ **Paul Lee**
former Partner, Goodwin Procter

Summary

- ▶ Individual paths (3 minutes each = 12 minutes)
- ▶ What we knew (15 minutes)
- ▶ What we didn't know (15 minutes)
- ▶ What we learned (15 minutes)
- ▶ The barriers and the opportunities (15 minutes)
- ▶ Suggestions (5 minutes)
- ▶ Questions (5 minutes)

APA Attorneys at AmLaw 100 Firms

APA Attorneys (all): 4600

APA Associates: 3700 (10%)

APA Partners: 900

APA Female Partners: 350

Typical % of management positions: 7%

<http://www.nalp.org/0515research>

Career Path

- ▶ Partnership
- ▶ Firm positions
- ▶ Main office versus satellite office
- ▶ Practice area

What You Bring To the Table

- ▶ Good judgment
- ▶ Strategic thinking
- ▶ Business savvy
- ▶ Management skills
- ▶ Inspiration

Challenges / opportunities

- ▶ APA
- ▶ Female

Personal goals and choices

- ▶ Being asked/chosen
- ▶ Client development
- ▶ Firm citizen
- ▶ Juggling

Myths and Truths

- ▶ Politics
- ▶ Book of business
- ▶ Home office versus satellite offices
- ▶ Diversity Committee
- ▶ Good Ole Boys Network?

Walking the Walk

- ▶ Key characteristics
- ▶ Communication
- ▶ Responsibility
- ▶ Assuming the role of leader

Leadership: Leadership Identity

- ▶ Credibility
- ▶ Decisiveness
- ▶ Responsibility
- ▶ Other leadership e.g., civic/bar associations

Suggestions

- ▶ Self awareness
- ▶ Firm awareness
- ▶ Local v. regional v. global
- ▶ Visibility