



THE CANADIAN
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BARREAU CANADIEN

INFLUENCE. LEADERSHIP. PROTECTION.

Tenth Annual CBA Law Firm Leadership Conference
Perspectives on Leadership
October 19-21
Hyatt Regency Montreal, Quebec

SUNDAY, OCTOBER 19, 2014 | PRE-CONFERENCE BOOT CAMP

7:30 | 8:30 **Boot Camp Registration and Breakfast**

8:30 | 5:00 **Leadership Boot Camp for New and Emerging Leaders**

Today's law firm leaders are being challenged to develop their leadership skills at three important levels: as individuals, in groups and within the firm as a whole. This highly interactive workshop provides participants with an opportunity to increase their knowledge, raise their self-awareness and hone their skills through a combination of presentation, group discussion and one-on-one debriefing sessions.

Strategies covered include:

- The leadership imperative in today's law firm
- Assessing and developing your personal leadership style
- The role of the leader in setting direction, building consensus & getting things done
- Earning and using political capital
- Leading teams and fostering collaboration
- Managing conflict
- Strategic planning 101

By the end of the program, participants will understand the unique challenges of law firm leadership; appreciate the distinction between leadership and management; and have a greater appreciation of their own individual strengths, style and personality and their ability to use these tools at the individual, team and firm level.

Faculty: Stephen Mabey, B.Comm, CA, *Applied Strategies, Inc.*
Karen M. MacKay, MBA, CHRP, CHIC, President, *Phoenix Legal Inc.*

"I have attended many leadership programs over my years of practice - this one was superior. Why? It was intelligent and had depth, it was well researched, highly focused and relevant for the audience."

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MONDAY, OCTOBER 20, 2014

7:30 | 8:30 Registration and Breakfast

8:30 | 8:45 Welcoming Remarks - Conference Co-Chairs

8:45 | 10:45 Perspectives on Leadership

Learn the uncommon techniques that busy VIPs use to survive adversity and take their organizations to new heights. This high-profile panel is a rare opportunity to engage with leaders from politics, industry, media, and law – including a former 3-term Premier, Corporate Presidents, and Managing Partners from elite law firms. During this session you will learn the simple keys to great leadership, proven techniques to avert disaster and survive the most difficult challenges, and the critical skills that you can use to achieve your firm's objectives.

Jean Charest, Partner, McCarthy Tétrault

Chantal Chatelain, Partner, Langlois Kronström Desjardins

Hubert T. Lacroix, President and CEO, CBC

Calin Rovinescu, President and Chief Executive Officer, Air Canada

Moderated by: Stephen Shamie, Managing Partner, Hicks Morley

10:45 | 11:15 Refreshment Break

11:15 | 12:15 Perspectives on Leadership and Managing the Modern Law Firm

Join in a guided conversation relating insights from the previous panel discussion to the day-to-day challenges of leading a law firm. What lessons can we draw from the leadership experiences of the panellists? How can law firm leaders provide strong direction and continue to make partners feel like partners? How can leaders foster and develop leadership in others?

Tim Leishman, Principal, Firm Leader Inc.

12:30 | 2:00 Lunch Address: CBA Legal Futures Initiative- Lessons for Leaders

The CBA's [Legal Futures Initiative](#) is about helping lawyers thrive in the new "normal" by understanding clients' expectations of lawyers and identifying opportunities to better serve them. Learn more about the impacts on firms, specifically as it relates to education and training of lawyers, business structures and innovations, and ethics and regulatory issues.

Fred Headon, CBA Past President and Chair, CBA Legal Futures Initiative

2:00 | 3:30 Essential Indicators of Leadership

One of the most important functions of a managing partner is to identify and train his or her successor. In an environment where lawyers are focused on maximizing billings and building their practices, future leaders with the necessary skills are hard to find and sometimes reluctant to assume additional responsibilities. Through an interactive panel

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and audience discussion, the issues that will be canvassed will include how to identify potential successors, the skills that the next generation of leaders will need to be successful in a changing and challenging legal environment and the steps that firms might take now to foster and develop candidates to ensure they are ready, willing and able to take on the role when they are called upon to serve.

Lisa Borsook, WeirFoulds LLP
Lorne Greenspoon, Robins Appleby
Karen Mackay, Phoenix Legal
Sandra Oliver, Impact Coaches

Moderator: Michael Sherrard, Sherrard Kuzz

3:30 | 3:45

Refreshment Break

3:45 | 5:00

Leading Through Exponential Change: The Power of Psychological Resilience

Lawyer-psychologist Dr. Larry Richard will discuss the relationship between psychological resilience and success in law firms. Learn why building resilience is uniquely challenging to lawyers, and how to overcome it and participate in an important discussion about the distinctive role for leaders in times of great change.

Dr. Larry Richard, LawyerBrain

5:30 | 7:00

10th Anniversary Reception

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TUESDAY, OCTOBER 21, 2014

8:00 | 8:45 Breakfast

8:45 | 9:00 Opening Remarks
Co-Chairs

9:00 | 10:15 Succession Planning

The Boomers are aging, Millennials are rising, and firms everywhere are trying to figure out how to adapt. Firms must bring in new associates and partners in leadership roles, retire older partners, and fund everyone's retirement without breaking the bank. This session will explore the complex and sensitive issues involved in succession planning, and provide concrete tips and advice that you can take home and put to work in your succession plan, and avoid being caught unprepared.

Marie Giguère, Caisse de dépôt et placement du Québec
Matt Gottlieb, Managing Partner, Lax O'Sullivan Scott Lisus LLP
John Remsen Jr. , The Remsen Group
Kim Thomassin, Managing Partner (Quebec Region), McCarthy Tétrault

10:15 | 10:30 Refreshment Break

10:30 | 11:45 Lessons Learned Panel: Breaking Up is Hard to Do

When industry giants fall, it's a wake-up call for the rest of the profession. Join us as we work through a case study examining typical 'red flags' and mounting challenges. Learn about the causes of firm failure and preventative steps that can help avoid calamity.

Gary Luftspring, Managing Partner, Ricketts, Harris LLP
Michael Short, Principal, LawVision Group
Dr. Larry Richard, LawyerBrain

Moderated by: Mike Milani, QC, Partner, McDougall Gauley

11:45 Closing Remarks & Conclusion
Co-Chairs

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