

# Managing Intellectual Property™

## ***Managing IP* Women in IP Network: Best practice series**

*Managing Intellectual Property* has launched the **Women in IP Network**, a platform dedicated to bringing together women in the intellectual property profession, writes **Emma Barraclough**, Group Editor of *Managing IP*. With the magazine's unparalleled access to leading IP lawyers, in-house counsel, academics and policy makers, we have created this community to facilitate the sharing of best practices and relationship building through an online network and events across the globe.

Members of the Women in IP Network are invited to attend interactive IP conferences and seminars, as well as join regular webinars. They are encouraged to network within the online community and reach out to peers. *Managing IP* publishes interviews with senior women in the IP professions as well as a best practice series around subjects such as wellbeing and health, women's initiatives and mentoring.

As part of the **best practice series**, we've invited **Finnegan Henderson Farabow Garrett & Dunner** to share its lawyers' experiences at the firm.

# FINNEGAN



Christine E Lehman

## Wellness and health

Christine E. Lehman, Partner

Finnegan Henderson Farabow Garrett & Dunner

At a busy law firm, it is easy to spend the entire day hunched over a computer screen. Filing deadlines, urgent client calls, and hectic schedules, with too little exercise and food eaten over a keyboard, can all prevent a healthy lifestyle. Finnegan works to promote wellness among employees in so many varied ways that wellness becomes practically unavoidable.

Are you stressed out from the demands of work? The free exercise facility allows for working out without ever leaving the building. Or perhaps a 15-minute chair massage (also available in the building) will do the trick. If being stuck in traffic is driving you crazy, ride your bike to work. Finnegan provides a secure place to lock your bike, showers and lockers for those long bike commutes, and even financial incentives to bike instead of drive.

Sometimes juggling childcare, elder care, and work become the tipping point. To help, Finnegan offers subsidized regular or emergency backup care at the on-site childcare center in D.C. or backup care in your own home. Even help with eating well is provided, with everything from healthy options in the on-site dining room, office delivery of community-supported agriculture boxes, to on-site Weight Watchers meetings.

Since we all know what it is like to cancel that doctor's appointment because something came up, Finnegan provides free on-site biometric screenings and health assessments including health coaching, for a quick check to see if your wellness goals are on track. You will also find "Team Finnegan" working on our wellness (and having fun) at the Susan G. Komen Race for the Cure, Lawyers Have Heart 10K, and other races and fun runs, as well as playing on the firm's softball team, participating in walking challenges, and enjoying on-site yoga.



Dori Hines

## Women's initiatives

Dori Hines, Partner

Finnegan Henderson Farabow Garrett & Dunner

Finnegan, Henderson, Farabow, Garrett & Dunner launched its Women's Initiative nearly a decade ago to provide internal mentoring, networking, and educational support to the firm's female attorneys. Those efforts continue today with formal and informal events throughout the year to provide women with career support.

In addition to Finnegan's training and mentoring efforts, the firm is committed to having women in positions of leadership and firm management. Each year, Finnegan's management committee analyzes recommendations for new members of the leadership team to determine how women partners can further enrich gender representation at the firm's highest ranks. The selection process considers leadership, business development, legal, and mentoring skills as key criteria for inclusion. This forward-thinking selection process has resulted in the firm having a deep pool of vibrant, successful female leaders on which it can draw, now and in the future.

The firm's immediate past managing partner was a woman, a first for the firm, yet still far too uncommon among AmLaw 100 firms. She is now chair of the firm's management and compensation committees. Many of the firm's practice groups are chaired by women, and nearly all of them have been chaired by a woman in the last decade. The firm's efforts have been widely recognized by organizations and the media. Finnegan is particularly pleased to be identified by Working Mother magazine as a top 100 company for working mothers for the last three years. Only four law firms in 2014 received this recognition. Additionally, Working Mother magazine and the Women in Law Empowerment Forum (WILEF) consistently rank Finnegan as one of the top law firms in the United States for women. Both organizations cite the significant role of women in Finnegan's management and leadership.

As important to having women in visible firm-leadership positions, women must be in positions of leading cases and being on the front lines of establishing and maintaining client relationships. The firm has many accomplished first-chair litigators, appellate advocates, and leaders in the new field of PTAB practice who are women. Having women in positions of firm and legal leadership sends the loudest message to young women at the firm and thinking of joining the firm that this is a place for them to succeed.



Leslie A McDonnell

## Mentoring

**Leslie A McDonnell, partner**

**Finnegan Henderson Farabow Garrett & Dunner**

Finnegan recognizes that developing our female attorneys requires a mix of internal support with external peers and networks. Each associate is formally assigned a partner mentor and a peer mentor as soon as she starts working at the firm. These formal mentors initially help the associate with the day-to-day issues of their new job.

Over time, many of these relationships develop into more lasting mentorships. The partner mentor participates in the associate's review and provides advice on how to correct and avoid problems, identifies appropriate goals, and facilitates success within the firm.

Because the women partners and senior associates at Finnegan have taken many different paths to success in the firm, they provide a variety of role models and mentoring perspectives to women associates.

Finnegan also offers mentoring programmes to assist women associates and partners with marketing and business development. One-on-one, as well as group training, provides insight into marketing strategies that best fit the individual's strengths and talents.

The firm also supports external training and networking through various industry and legal organisations including the Women's Bar Association, the Project for Attorney Retention, Leadership Institute for Women of Color Attorneys, *Managing Intellectual Property's* Women in IP Global Network, and the Women in Law Empowerment Forum. Finnegan also sponsors and co-hosts educational events that benefit our women attorneys. In collaboration with organisations such as the IP Law Forum of the Washington Bar Association (co-chaired by a Finnegan associate), the AIPLA Diversity Committee, the Women in IP Law group, and the National Women's Law Center, the firm provides meaningful opportunities for networking, identifying self-goals, and developing a practice that is personally satisfying.