



November 7, 2014
3:30 PM – 4:45 PM

Session 405: The Rise of the APA Managing Partners: Wisdom and Stories from the Field

Look around and you'll notice that more and more Asian Pacific American (APA) lawyers are rising to the ranks of managing partner in law firms around the country. In this panel of APA office managing partners from some of the largest law firms around the country, you'll hear the pros and cons of taking this role, the best and worst parts of the job, and maybe some wisdom from the field. If you are a managing partner or are considering becoming a managing partner in law firm in the future, this roundtable discussion is for you.

Program Chair & Moderator:

Leezie Kim, *Vice President and General Counsel*, Fox Restaurant Concepts LLC

Speakers:

Cyndie M. Chang, *Managing Partner*, Los Angeles Office, Duane Morris LLP

Han C. Choi, *Office Managing Partner*, Ballard Spahr LLP

Bijal V. Vakil, *Executive Partner in Charge*, Silicon Valley Office, White & Case LLP

Theodore I. Yi, *Chicago Office Managing Partner*, Quarles & Brady LLP

We asked our panel members to share with us what they are reading? What did they read and how did they educate themselves to get prepared to take on this role as a managing partner? Here are the results from:

Cyndie Chang:

1. Lean In: Women, Work, and the Will to Lead by Sheryl Sandberg
2. Women on Top: The Woman's Guide to Leadership and Power in Law Firms by Ida Abbott

Ida Abbott's latest book *Women on Top – The Woman's Guide to Leadership and Power in Law Firms* is part of West's Law Firm Management and Economics series and its purpose is to "provide insights, information, and tools to help women in law firms create the strategies they need to become the successful leaders they want to be."

3. The 48 Laws of Power by Robert Greene

Critics have said "Machiavelli has a new rival. And Sun Tzu had better watch his back" when describing this book about the rules of business.

4. Outliers: The Story of Success by Malcolm Gladwell

The hugely popular Malcolm Gladwell notes how being different creates real success.

5. Give and Take by Adam Grant

Warton business school professor Adam Grant uses his research and data to show the three primary roles most people in work and other organizations take (takers, matchers, or givers) and how each type can succeed. Give and Take highlights what effective networking, collaboration, influence, negotiation, and leadership skills have in common. This book was recommended by the *Wall Street Journal*, *Fortune's* and the *Washington Post* for books every leader should read.

Ted Yi:

1. True Professionalism: The Courage to Care About Your People, Your Clients, and Your Career by David Maisters
2. Developing the Leader Within You by John Maxwell (among other Maxwell books)
3. The No Asshole Rule: Building a Civilized Workplace and Surviving One That Isn't by Robert Sutton

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4. I'd also recommend attending a training program on leadership. These are two examples I can recommend.

- Quarles created a year long Partner Development Program at the Notre Dame Mendoza College of Business. That particular program of course was uniquely made available to some Quarles partners, but business school executive training programs are often available to practicing attorneys.
- Also, I'd recommend Boy Scouts of America Scout Master/Assistant Scout Master training. I think many people mistakenly think of Boy Scouts as a wilderness skills training program. It is not. It is a youth leadership training program. SM/ASM training teaches adult leaders how to teach team building and leadership skills. It's actually one of the best training programs I've been through.

Han Choi:

1. Leadership From the Inside Out by Kevin Cashman

Cashman encourages individuals to strive not for the fiction of "balance," but instead for "resilience mastery." The author provides his coaching model that provides equal emphasis on building awareness, building commitment, and building practice.

2. I suggest using an executive coach. This is a company that I'd recommend: Executive Coachworx.

www.executivecoachworx.com

Executive Coachworx

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Bijal Vakil:

1. Steve Jobs by Walter Isaacson

2. Training - TTI Success Insights <http://www.ttisuccessinsights.com/>