

# BLACK

Guide To Growing Your Business

WEALTH FOR LIFE

FEBRUARY 2014

# ENTERPRISE



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**EMBRACING POWER**  
*Suzanne Shank, Gale V. King, and Glenda G. McNeal are among the business leaders changing our world*

## BE DELIBERATE AND FOCUSED

SOME NERVE!: Pushing past fear to uncover your next move

### Laurie Robinson

SVP & Assistant General Counsel, CBS Corp.  
 Founder & CEO, Corporate Counsel Women of Color

To maximize your time at a law firm or corporation, you want to look at the type of work that you will be doing that will lend itself to growth and development opportunities. When interviewing, ask the people you meet what type of work they are doing and at what levels are they doing it. If you want to do litigation at a firm and the people you talk to are only conducting discrete research assignments and limited writing, that particular job may not lend itself to full development. Look for those positions that will afford you stretch assignments. For example, as a litigation attorney, you want to make sure that you have a chance to meet with your clients, conduct discovery, conduct depositions, chair a trial, and write motion papers and trial briefs.

Visibility is critical when it comes to advancement in any

job. In the legal setting, it is just as important. At a law firm, look to gain access to senior management by doing exceptional work and excelling in your endeavors. You should also pursue leadership roles within your firm and outside of your organization to raise your profile. Get involved with pro bono initiatives, lead bar organizations and bar practice areas, and write articles on cutting-edge topics in the law. At a corporation, get on the radar of the senior executive team through creating solutions to unmet needs of the company. Further, get involved with community organizations that will hone your advocacy, leadership presence, and leadership skills.



HOW TO CLOSE THE DEAL:  
 The art of execution

#### CAREER SUPPORT FOR BLACK WOMEN IN CORPORATE LAW

SOURCE: THE PERSPECTIVES OF WOMEN OF COLOR ATTORNEYS IN CORPORATE LEGAL DEPARTMENTS, A STUDY BY CORPORATE COUNSEL WOMEN OF COLOR

The majority of those surveyed acknowledged that having an internal formal mentor or sponsor is critical to advancing within the company.

- Less than one-third (**30.3%**) of those surveyed, however, actually had a formal mentor or sponsor.
- The **30.3%** with formal mentors were matched through a company mentorship program, sought out their own mentor, or were sought out by their mentor.
- More than three-quarters (**78.2%**) had mentors of a different race/ethnicity.
- Slightly over one-half (**53.1%**) had mentors of a different gender.

The 2014 Women of Power Summit offers an unparalleled opportunity to meet and learn from hundreds of industry power brokers. This exciting, four-day executive leadership summit is your chance to focus on you! Learn career strategies and explore work-life balance strategies.

It's time to start creating—and living—the life you really want.

What makes this event so unique is that people can come here and feel like they can be honest, they are not being reviewed. Because it's all women, there is a certain integrity and honesty in the sharing and an understanding that we are all in this together."

It is so humbling to be around so many powerful women of color, to hear from their experiences and learn from them. It resonates so well with me that I work for a company that supports my coming."



Feb. 26—March 1, 2014

Boca Raton Resort & Club  
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