

# OCS Weekly Bulletin

January 21, 2009

Spring OCI Reminders, Upcoming Programs/Events & Career-Related Articles

## What's Inside

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## About OCS

The Office of Career Services (OCS) serves as a bridge between students, alumni and employers. The staff helps students and alumni to shape and realize their career goals. We also provide counseling, workshops and resources on judicial clerkships, international opportunities and non-law alternatives.

OCS is open Monday through Friday from 8 a.m. to 5 p.m. The office is located on the first floor in Room 143 in the Law School's office building on Nathan Abbott Way.

## Spring OCI Reminders

On-campus interviews begin tomorrow. Please remember to check the posted schedules on the bulletin board outside OCS for current interview room locations.

**You may add yourself to any open slot on the posted schedules. Please be sure to do this on BOTH schedules-- outside OCS and on the interview room door.**

The Spring OCI packet, along with Spring OCI dates and deadlines can be found online at:

[http://www.law.stanford.edu/experience/careers/ocs/students/#\(oci\)\\_on-campus\\_interviewing\\_program\\_](http://www.law.stanford.edu/experience/careers/ocs/students/#(oci)_on-campus_interviewing_program_)

## Upcoming Programs/Events

- **Orrick 1L Reception**- Monday, January 26
- **"Become An Opportunity Maker: Career Success in an Uncertain Market"**- Tuesday, January 27
- **Academia Panel**- Wednesday, January 28

**Orrick 1L Reception**- Monday, January 26th, 6:00-8:00pm, Stanford Faculty Club

Orrick will be hosting a reception for Stanford Law School 1L students on Monday, January 26th from 6-8 p.m. at the Faculty Club's Red Lounge located at 439 Lagunita Drive, Stanford.

Please RSVP to Michelle Lockhart at [mlockhart@orrick.com](mailto:mlockhart@orrick.com).

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## Upcoming Programs/Events (cont.)

**“Become An Opportunity Maker: Career Success in an Uncertain Market”** - Tuesday, January 27th, 12:45pm in Room 180 (please RSVP in Symplicity)

You’ve read the blogs, you’ve heard about the layoffs and oversubscribed summer programs...Don’t be a statistic. Now’s the time to TAKE CHARGE of YOUR CAREER! Learn from an expert in the field about using basic networking and business development techniques to make yourself indispensable wherever you go.

Join Ari Kaplan, author of “The Opportunity Maker: Strategies for Inspiring Your Legal Career” for an informative and interactive workshop on leveraging your skills to maximize your business development and career potential.

Some of the topics that Ari will cover:

- Practice Area Specialization
- Distinguishing Yourself
- Mentoring Mechanics
- No Work Networking
- Conversation Strategies

Learn proven techniques for establishing a strong reputation, engaging in dynamic networking and cultivating business and career opportunities.

Co-sponsored by Fenwick & West LLP. Lunch will be served, please RSVP in Symplicity.

**Academia Panel** - Wednesday, January 28th, 12:45pm in Room 285

Thinking of teaching law one day? Want to find out more about the steps to becoming a law professor?

Join us for a panel with:

Professor Barbara Fried  
Professor Alan Sykes

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# Career-Related Articles

- **Firms, GCs to Develop a “Best Practices List” for Diversity, Work-Life Balance**.....Pages 3-4

Lack of diversity and work-life balance are often treated as separate problems in the legal profession, but a new initiative headed by the Project for Attorney Retention is seeking solutions that address both. The Diversity and Flexibility Connection will bring together managing partners from firms with a dozen general counsel from major U.S. companies to develop a list of best practices to promote diversity and work-life among attorneys, and a metrics system to weigh how effective those practices are.

- **Staying Employed: Remain Visible and Flexible**.....Pages 4-5

The stark reality of facing the worst economic decline since the Great Depression has left many of us devoid of the optimistic energy usually generated by the New Year. Indeed, the typical resolutions have been replaced with growing concerns about losing jobs and stopping foreclosures. So what, if anything, can a lawyer do to prevent being laid off, or at least to minimize such a risk? Two of the most important things are to become visible and flexible, says Fass & Greenberg’s Florence M. Fass.

- **Newcomers Confront Changing Reality in Asia**..... Pages 5-6

Goodwin Procter, Ropes & Gray and Ashurst are among a handful of U.S. and U.K. firms to launch Asia offices in recent months. In most instances, the firms made their decisions amid rosy projections of continuing economic growth in the region. But the global financial crisis has made its way to Asia and newcomers must confront a different reality than the one they anticipated.

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## Firms, GCs to Develop a “Best Practices’ List” for Diversity, Work-Life Balance

Karen Sloan

The National Law Journal

January 15, 2009

Lack of diversity and work-life balance are often treated as two separate problems in the legal profession, but a new initiative headed by the Project for Attorney Retention is seeking to find solutions that address both.

The Diversity and Flexibility Connection initiative will bring together managing partners from firms with good track records on work-life issues with a dozen general counsel from major U.S. companies, including the Coca-Cola Co. and Wal-Mart Stores Inc. Over the course of two meetings, the group will develop a list of best practices to promote both diversity and work-life among attorneys, said PAR co-director Joan C. Williams. It will also develop a metrics system to weigh how effective those practices are.

“Thus far, the conversations about diversity and work-life balance have been proceeding on parallels, and that doesn’t really make sense,” Williams said. “Your diversity initiative won’t succeed because you can’t retain women [without options to work flexible schedules]. We need to bring these conversations together, which isn’t that easy.”

It’s not easy because law firm diversity initiatives often focus squarely on race, while work-life balance issues have traditionally focused on women, she said.

The PAR, part of the Center of WorkLife Law at the University of California Hastings College of the Law in San Francisco, advocates for reduced hours as a way for law firms to retain attorneys, particularly women and minorities. Its new initiative is intended to carry forward the idea behind the Call to Action -- the 2004 document calling for more diversity in the legal profession that nearly all Fortune 500 companies have signed. Williams noted that clients are often a major force behind change at law firms. James Potter, the senior vice president and general counsel at Del Monte Foods Co. and one of the 12 general counsel involved with the PAR initiative, said firms will respond if companies and clients make it clear that they are serious about diversity and flexible schedule options for attorneys.

“If they see the continued commitment by clients [to diversity and work-life balance] and if they see companies incorporating that into their own processes, the firms will have to respond,” Potter said.

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# Career-Related Articles

## Firms, GCs to Develop a “Best Practices’ List” for Diversity, Work-Life Balance

*Continued from page 3*

It’s unclear what best practices the Diversity and Flexibility Connection initiative group will come back with when it releases its recommendations, which are expected in the fall. One potential point of discussion is disclosure of part-time attorneys to clients, Williams said. PAR has heard that some firms discourage part-time attorneys from informing their clients of their reduced schedules. As a result, clients contact part-time attorneys during all business hours, making it difficult for the attorneys to effectively work a reduced schedule. Williams said the group may

discuss a best practice that calls for general counsel to tell firms that they expect to work with part-time attorneys, and that they also expect to be told when they do. That way, the company can respect their part-time schedule, Williams said.

Potter acknowledged that in their push for around-the-clock legal service, clients have sometimes undermined their own efforts to boost diversity at law firms. “We need to have a frank conversation about this, and I hope it sends the message that we are serious about diversity,” he said.

The two meetings between law firm

managing partners and general counsel are expected to be the first phase of the Diversity and Flexibility Connection initiative. A subsequent phase of the initiative will focus on how firms should implement the suggested best practices established in the first phase.

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## Staying Employed: Remain Visible and Flexible

Florence M. Fass

New York Law Journal

January 16, 2009

The stark reality of facing the worst economic decline since the Great Depression has left many of us devoid of the optimistic energy with which we usually greet the New Year. Indeed, the typical resolutions to lose weight and to stop smoking have been replaced with growing concerns about losing jobs and stopping foreclosures. That is certainly true for the 7,300 attorneys who lost their jobs nationwide between June and October of last year.

So what, if anything, can a lawyer do to prevent being laid off, or at least to minimize the risk of termination? First, become visible. The pressure of billing hours often drives attorneys into their offices, at the sacrifice of socializing with colleagues within the firm or at local bar association events. But a lack of visibility is a sure way to become expendable.

Cutting personnel is a daunting task at any law firm, and rest assured that every attorney giving a fellow attorney a termination notice, also sees herself in the same place. So empathy plays a significant role in the termination process. The better known (i.e., liked) you are both personally and professionally, the greater the empathy

factor and the more hesitant the decision becomes when deciding who to cut -- with all other things being equal, of course.

And what are those other things? One of the most important is the ability to be flexible, both in terms of the type of work you are willing to do (or try) and the time you are willing to devote to do it. All of us can agree that the nine-to-five, five-day-a-week attorney is a thing of the past. The pressure of firm economics (and the demands of the profession) dictate that lawyers must devote increasingly more time to their jobs.

So let it be known you are a team player willing to help others who may be overloaded at the moment. Let it also be known you are willing to do it in addition to your own workload, and will even put in a Saturday to get the job done. Volunteering to work on a weekend makes an amazing impact on those in charge of making the tough decisions about terminations.

Volunteering to pay for something yourself -- even if it may be primarily for the firm’s benefit -- is also a remarkable attention getter for positive reinforcement.

In this arena, the opportunities abound. Anything from paying for a link service to your office computer, to the cost of a seminar on marketing in tough economic times, to joining a new professional association, is fair game.

Let the firm know you are willing to invest your own time and finances to benefit the firm; it will be appreciated. At the same time, there is rarely anything you will do in this area that will not also benefit yourself. Any new tool or new source of knowledge can only help to expand your own possibilities as an attorney.

And that brings us to the extent of your technological knowledge. Technological skill is another important attribute that weighs heavily in determining who is “expendable.” If you are an attorney practicing more than 20 years, you are likely behind the times in this arena. Don’t be.

An attorney who can effectively utilize a variety of the software available to the profession becomes a valuable tool for the firm. Indeed, in a pinch, the attorney can cover the work of a laid off secretary or paralegal who was relegated to producing spreadsheets and document summaries.

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# Career-Related Articles

## Staying Employed: Remain Visible and Flexible

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The technological advances in legal research -- both through standard providers such as Westlaw, Lexis/Nexis and Lois, as well as the available Internet resources -- are another important skill to be mastered by an attorney seeking to become indispensable. Training is often available through local bar groups or through the providers themselves. And don't forget the "For Dummies" editions of just about anything in the tech field.

For a total immersion experience, attend Legal Tech New York, which is co-sponsored by the *New York Law Journal*, from Feb. 2-4, following the annual meeting of the New York State Bar Association.

Your contacts at the local bar group, with community groups or governmental

personnel is another important attribute that may be seriously evaluated in the termination process. An attorney who becomes the "go to" person for making the right contacts to get the job done or obtain the information needed on an expedited basis, is a valuable commodity.

Being active in the local bar association and in your community will put you in touch with a myriad of people outside of your practice who can help when the time comes. And those people are not always "at the top." Too often, attorneys tend to overlook the importance of someone's secretary or a departmental clerk, and that is a big mistake. Building congeniality with such personnel may assure an answer will be quickly found about a process not found "in the books."

Above all else, a positive attitude is one of the most important attributes an attorney can have in these troubled times. That is not to say that a mindless, happy-go-lucky attitude will be well received; it is not. But a thoughtful can-do attitude will be.

People want to be around others who want to overcome the odds. Rest assured that those attorneys who are smart enough to recognize that times are tough, are willing to extend themselves and make a few personal sacrifices doing it, are the ones who are going to be around for a long time.

*Florence M. Fass is a senior partner at Fass & Greenberg in Garden City, N.Y.*

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## Newcomers Confront Changing Reality in Asia

Anthony Lin

The American Lawyer

01-15-2009

The jet lag flying from New York to Hong Kong is bad enough for a solo traveler. For a family with two young children in tow, it is an absolute killer.

"We slept through the night last night," says Yash Rana, sitting in his office in the I.M. Pei-designed Bank of China Tower less than a week after the fateful flight. "That was a treat."

Rana has moved his family halfway around the world so he can take charge of Goodwin Procter's new Hong Kong office, which in November became the Boston-based law firm's first overseas location.

Goodwin Procter is one of several U.S. and U.K. firms to launch Asia offices in recent months. Others include local rival Ropes & Gray, Ashurst and Proskauer Rose. Dechert and Weil, Gotschal & Manges opened Beijing offices last summer, mere months after both opened in Hong Kong as well. And Gibson, Dunn & Crutcher launched a Singapore office last May.

In most instances, the firms made their decisions amid rosy projections of continuing economic growth in the region. But the global financial crisis has made its way to Asia and newcomers must confront a different reality than the one they anticipated.

"Private equity investments definitely looked a lot better a year ago," acknowledges Rana, who specializes in representing funds seeking opportunities in India.

Whether the new arrivals will stay the course in the downturn is a much discussed topic among veteran Asia lawyers. Both the 1997 Asian financial crisis and the slump that accompanied the 2002 outbreak of Severe Acute Respiratory Syndrome (SARS) saw notable departures from the region.

Current conventional wisdom holds that foreign law firms with long-established global networks and well-developed strategies will endure no matter what; those less invested in maintaining a global

presence will be the first to flee.

Anthony Root, the longtime Hong Kong managing partner for New York's Milbank, Tweed, Hadley & McCloy, says most firms that have been in Asia for more than a decade have already dealt with the complicated internal politics sparked by the enormous up-front costs -- for little early payoff -- that overseas expansion requires.

"There's a massive amount of sniping over international operations," says Root. "We've gotten over it. [The newcomers are] going to have to go through that process as well."

And they'll be going through it at a time when home offices in London and New York are facing unprecedented economic turmoil of their own. "If the downturn worsens at home and they're burning a few million in Hong Kong, which is easy to do, it's going to be tough," says Root.

For now the newcomers are largely staying optimistic.

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## Career-Related Articles

### Newcomers Confront Changing Reality in Asia

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“Of course, we would rather have a busy market,” says Rana, “but the slow-down does give us the time to get to know the market.”

The less-frenzied lateral market is one positive aspect of the downturn. Before the slump began in earnest, Asian markets were notorious for bidding wars that sent the pay of even marginal talents soaring. Now the picture is quite different.

“It’s a good time to be looking for good people,” says Rana, who adds that Goodwin Procter may have more flexibility in hiring going forward than firms of long-standing presence in the region, many of which bet heavily on capital markets work in recent years and are now saddled with large teams of idle lawyers.

Had it arrived earlier, Ashurst might have been one of those firms, says Robert Ogilvy Watson, the firm’s first Hong Kong-based partner. The top ten London firm might also have immediately turned its attentions to expanding its structured finance practice, a traditional strength of the firm back home.

“We might have led with that,” says Watson. “We’ve got clients that would have used us, but they’re not really doing that now.” He says finance practice remains part of the plan for Asia, as does work coming out of the firm’s association

with Hong Kong practice Jackson Woo & Associates and alliance with Beijing’s Guantao Law Firm. Ashurst further underlined its hopes for the region by recently appointing its outgoing senior partner Geoffrey Green to head the Hong Kong practice.

But, in Ogilvy Watson’s view, the timing of Ashurst’s arrival also allows the firm to focus more on those areas that are still showing signs of life in Asia: mergers and acquisitions and, especially, private equity -- a key practice area for the firm.

Widespread faith that private equity will rebound relatively quickly in Asia has perhaps been the strongest driver of law firm expansion in the region in recent months.

“While global buyout activity has obviously fallen off a cliff, our private equity clients in Asia remain very active,” says David Patrick Eich, the senior partner in Kirkland & Ellis’ Hong Kong arm. “It leads you to unexpected optimism about what’s happening in Asia.”

Kirkland, which opened its Hong Kong office at the beginning of 2007 specifically to service private equity clients, recently relocated two partners there from London and New York to further boost its private equity capabilities in the region. Last month the firm also brought aboard

Xiaoyang Li, a senior private equity partner from Beijing’s Jun He Law Offices.

The confidence felt by Kirkland and other firms rests on the record fund-raising by Asia-focused private equity funds in 2007. Much of that money has yet to be invested, and the downturn may tempt many fund managers to put it into assets that are far cheaper now than they were a year ago.

Eich says investors that were skittish and pulled out of the region when Asian markets plummeted in October are also likely to come back when they realize the long-term growth prospects in Asia far outstrip those in Europe and North America.

The near-universal recognition now of the economic potential of Asia, especially that of emerging giants China and India, is a major difference from previous downturns like the 1997 crisis. Firms, even those with little international experience, now regard an Asian presence as far more critical to their future than a decade ago.

“We’re certainly new to markets outside the U.S.,” says Rana, “but there was broad consensus behind this move. We’re very committed. This is a long-term bet.”