

LISA B. HOROWITZ

1002 Gelston Circle, McLean, Virginia 22102
202-294-6709 lbhorowitz@gmail.com

SUMMARY

Recognized leader in designing and implementing state-of-the-art organizational development initiatives. Particular expertise in creating talent development systems including customized competencies, learning curriculums, global training programs, mentoring, career planning and diversity initiatives with measurable impact on the performance of organizations, groups and individuals. Former practicing attorney with experience in federal procurement law and regulatory matters. Masters in Organizational Development. Past President of national voluntary bar association.

PROFESSIONAL EXPERIENCE

Attorney Talent Strategy Group, LLC Founder and Principal Advisor

2013 to present

The Attorney Talent Strategy Group (www.atalentstrategy.com) applies its extensive legal practice and talent management experience to advise and assist law firms, legal departments and individual attorneys design and implement talent management strategies and action plans tailored to achieve their business and professional goals. ATSG coaches individual attorneys, at all stages of their careers, on proactively advancing and evolving their careers.

McDermott Will & Emery LLP, Washington, D.C.

2003-2013

International law firm with global diversified business, regulatory, tax and litigation practices. With more than 2,300 employees including 1,100 lawyers, McDermott Will & Emery has 18 offices across the United States, Europe and Asia. Named as one of the top 15 defense litigation law firms in the United States by The National Law Journal.

Director of Professional Development Senior Manager of Professional Development Manager of Professional Development

**August 2010-April 2013
February 2005-2010
April 2003-2005**

Led U.S. based department of 4 professionals and global working groups of key stakeholders to design and implement integrated and aligned talent development, performance evaluation and career progression system for attorneys across 16 unique practice groups. Managed budget exceeding \$1.5 million.

- Created customized professional and substantive competencies, aligned learning curriculums with live and virtual CLE training programs for 16 unique practice areas
- Designed and delivered mentoring and career planning initiatives and training
- Coached attorneys on management, leadership, performance evaluation and business development skills
- Developed program evaluations, metrics and regular written reports measuring impact of initiatives
- Delivered orientation and integration programs for newly admitted and lateral attorneys
- Created webpage providing on-demand access to professional development resources
- Designed and implemented innovative women's and racial/ethnic diversity initiatives
- Created annual department strategic plans
- Conducted needs analyses, surveys, and focus groups
- Vice-Chair, Associate Development Committee, 2008-2013

Metropolitan Mediation Center, L.L.C., Fairfax, VA **1998-2003**
Managing Principal
Organized and managed consulting firm specializing in professional mediation and organizational development services for domestic and international organizations including the World Bank, SAIC and DC Public Schools

Arnold & Porter, Washington, D.C **1994-1998**
Special Counsel
Practice focused on complex federal procurement litigation and regulatory matters including bid protests and export/import licensing

Federal Publications, Inc., Washington, D.C. **1992-1994**
Coordinating Editor
Wrote and edited articles on judicial, legislative and regulatory matters for federal procurement trade journal

Finley, Kumble, Wagner et al., Washington, D.C. **1983-1991**
Partner, Associate and Counsel
Progressed from Associate to Partner in multi-office international law firm. Practice focused on complex federal procurement and commercial construction contract litigation (judicial and administrative), counseling and business transactions

Epstein, Becker, Borsody & Green, Associate, Washington, D.C. **1982-1983**
Associate
Practice focused on federal procurement counseling and litigation

Skadden, Arps, Slate, Meagher & Flom, Associate, Washington, D.C. **1980-1982**
Associate
Practice focused on antitrust and trademark matters

U. S. Court of Claims, Judicial Law Clerk, Washington, D.C. **1979-1980**

EDUCATION

M.S. Organizational Development/Human Resources

Johns Hopkins University, Baltimore, MD

J.D. with Honors

National Law Center, George Washington University, Washington, DC

B.A., Summa Cum Laude

Tufts University, Medford, MA

Majors: Economics and French

Phi Beta Kappa

ASSOCIATION LEADERSHIP

National Association of Women Lawyers

President

July 2008-2009

Officer and Board Member

July 2005-2013

Led national voluntary bar association of law firm and in-house lawyers in developing strategy and achieving annual goals relating to programming, research, membership, sponsorship, budget, international relationships, public relations, publications and legislative and judicial initiatives.

ABA Commission on Women in the Profession

Commissioner

July 2009-2012

Gender Equity Task Force

July 2013-2015

National Association of Women Lawyers Foundation

Board Member

July 2010-2013

KEY AWARDS AND RECENT PROFESSIONAL ACTIVITIES

- 2012 *Star of the Bar Award*: Women's Bar Association of the District of Columbia
- 2014 Flex Success Leadership Institute, *Grow Your Mindset: Positive Change for Positive Results*, Panelist, Washington, D.C.
- WMACCA Career Development Forum: *2014 Job Search 360 Plus*, McLean, VA
- Women Legal 2014: *Men & Women as Allies: Moving from Women's Initiatives to Firm Initiatives*, Moderator, New York City, June 2014
- 2014 NALP/ALFDP Diversity & Inclusion Summit, *Women's Initiatives 2.0-Enhancing the Impact of Your Women's Initiative*, Panelist, Chicago June 2014
- WMACCA Career Development Forum, *Changing Course: Tips for Making a Mid-Career Pivot*, Panelist, Tysons Corner, VA, April 2014
- District of Columbia Bar Association, *Taking Charge: Creating Your Career Roadmap*, Washington, DC, Panelist, April 2014
- 2014 NAWL Management Series: Presenter: *Management 101: What They Didn't Teach You In Law School (But You Wish They Had)*
- 2014 Women's Bar Association of the District of Columbia: Presenter: *Take Charge: Strategically Advancing to the Next Stage of Your Career*
- 2013 NAWL Annual Meeting: Presenter: *Creating Your Individual Strategic Plan*
- 2013 Women's Bar Association of the District of Columbia Initiative 2.0: Moderator: *Creating a Path to Success in a Changing Economy*
- 2012, 2010, 2008, 2006-ABA Commission on Women: Women in Law Leadership (WILL) Academy: Presenter: *Creating Your Leadership Development Plan*
- 2011 ABA Commission on Women Mid-Year Meeting: Moderator: *Getting Ambitious About Ambition*
- 2009 University of Texas Law School: Women's Summit on Law and Leadership: Panelist
- 2005 NALP Professional Development Conference: Presenter: *Action Learning: A Process Whose Time Has Come*
- 2005 Professional Development Consortium Spring Meeting: Presenter: *Development of Core Competencies*
- Author: Getting Inclusive About Inclusion: A Talent Management Strategy, *Managing Partner Report*, Ark Group Publishing (2014)
- Author: Navigating Muddy Waters: Strategically Managing Office Politics, *Raising the Bar*, A Publication of the DC. Women's Bar Association (2014)
- Author: Talent Management: Taking Professional Development in Law Firms to the Next Level, *Practice Innovations*, Thomson & West (2010)

OTHER ASSOCIATION MEMBERSHIPS AND CIVIC ACTIVITIES

- Member, District of Columbia Bar
- Member, Women's Bar Association of the District of Columbia
- Steering Committee, Law Practice Management Section, D.C. Bar Association (2005-2007)
- American Bar Association Law Practice Management Section