

Leadership Growth Through Career Transitions

In this panel discussion, Michele Smith, Shareholder at Mehaffy Weber and former IADC President; Al Vance, Founder of Vance Dispute Resolution and former IADC Vice President of Corporate; Veronica Lei, Associate Vice President and Assistant General Counsel at Eli Lilly and Company; Andrew Wallace, General Counsel, Chief Compliance Officer, and Corporate Secretary at NTE Mobility Partners LLC; and Trea Southerland, Lead Counsel, Corporate Integrity and Compliance at Federal Express Corporation will share their experiences regarding leadership growth through career transitions. The discussion will take place in four segments, including: *A Few Lessons We've Learned*, *You Don't Know What You Don't Know (Until You Know it)*, *What's My Personal Brand v. How I Want to Be Perceived (Authenticity)*, and *Seasons of Life and Career*.

Focusing on these concepts, each panel member will (1) pull back the curtain and share real-world growth experiences, (2) acknowledge the uncertainties that accompany years-long legal careers, (3) allow reflections on the “being” in their careers versus the “doing” in their careers, and (4) empower the audience members’ own pursuits of career passions, interests, learning opportunities, and leadership growth.

Michele, Al, Veronica, Andrew, and Trea have considerable experience in judicial clerkships, private legal practice, government service, in-house corporate law, alternative dispute resolution, legal industry associations, and volunteer non-profit service. They hope that the breadth of these career roles, experiences, lessons learned, and transitions will deliver helpful insights and encouragement to the IADC’s 2025 Leadership Forum Class.

Their Agenda is:

1. You Don't Know What You Don't Know (Until You Know It) ...
 - Herd Mentality - Big Law, Wall Street, Government
 - Uncertainty - Am I Tracking, Am I Where I Want to Be
 - Career Transitions - You May Not End Where You Begin (and That's OK!)
2. What I Want to Be (I Think) v. Doing What I Want to Do
 - Achievements
 - Titles
3. What's My Personal Brand v. How I Want to Be Perceived (Authenticity)
4. Seasons of Life and Career - Pursuing:
 - Passions
 - Interests
 - Learning Opportunities

- Personal Growth