

<b>Page: Submitter's Information</b>
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<b>Page: Achievement Award</b>
<b>Category</b> Best Partnership Program
<b>Chapter Name</b> ACC St. Louis
<b>Chapter Size</b> Mid-Sized (301-850 members)
<b>Entry Title</b> ACC St. Louis and Washington University Olin School of Business Present: Using Leadership and Decision-Making to Overcome Current Business and Legal Challenges
<b>Entry Description</b> The St. Louis ACC Chapter partnered with Washington University's Olin School of Business to present a half-day program on leadership and decision making for which attendees received CLE credit.
<b>When was the program initiated?</b> 4/14/2023
<b>What was the project objective?</b> The St. Louis ACC Chapter initiated a partnership with Washington University's Olin School of Business to provide Chapter members access to current learnings from a local, top-ranked business school. We selected topics of interest to our members, relevant to their roles as in-house counsel specifically, and common to the curriculum for all of the School of Business' students. We recognized that our members, as in-house counsel, work with executives and other business leaders and would benefit from engaging, interactive courses on the topics of leadership and decision making. In addition to providing legal advice, many of our members may also have positions that require them to lead teams and to make business decisions. We intentionally identified core courses offered by the School of Business that would provide our members with the training and tools they could utilize when serving in leadership roles and remain consistent with their unique personalities and when making high-risk, high opportunity decisions under considerable time pressure. We applied for continuing legal education credit for this program, and the Missouri Bar approved the program for three hours of credit.
<b>How was the objective achieved?</b> The Professional Development Committee planned the event in conjunction with the Assistant Dean and Director of Graduate Program Recruitment at the Washington University Olin School of Business. The Assistant Dean provided options of courses and professors after lengthy discussions about the Chapter, its members, and the varied roles of in-house counsel. We elected to host the program on the Washington University campus, which is centrally located for our members and convenient to the speakers. The Charles F. Knight Executive Education & Conference Center is a beautiful building with state-of-the-art technology, which is a draw for attendees. As part of the partnership, the Assistant Dean and her staff shared opportunities for attendees to enroll in additional coursework, including the Executive MBA and many non-degree programs. Thus, the School of Business connected with attendees who are highly educated, professional members of the community.

**What was the project budget?**

The Chapter spent \$4,680.00 on this event, which slightly exceeded the budget of \$4,500.00. The costs included a continental breakfast, beverage service throughout the morning, delicious boxed lunches, and parking. The School of Business covered the cost of the speakers (professors), the auditorium-style classroom for the program, another classroom with round tables for lunch, and the service fees on all of the Conference Center's charges.

**What obstacles were faced while doing this project/program?**

The St. Louis ACC Chapter had partnered with the Washington University Olin School of Business for similar programming prior to the COVID pandemic. Since the last program in 2019, the contact person at the School of Business had changed. Identifying the current contact represented the first obstacle we had to overcome. A member of the Professional Development committee, who is a graduate of Washington University, attended a program sponsored by the School of Business to identify a contact, which ultimately led to an introduction to the Assistant Dean. We also had limited choices for classrooms on the dates that worked with the Chapter's calendar. Ultimately, we had 70 attendees at this event, which filled the auditorium-style classroom we reserved to its maximum capacity. Attendees complimented the course content, the dynamic professors, and the opportunity to network during breaks and meals with other Chapter members and members of the faculty and staff of the School of Business. We will reserve a larger classroom for future programs with the School of Business.

**What is the long-term impact of your initiative to the local/global ACC community?**

Today, corporate attorneys serve in leadership roles and often participate in or make critical decisions that impact many stakeholders throughout the corporations where they work. Thus, corporate attorneys, like their business counterparts, require training and education on how to make high-risk, high-opportunity decisions while under considerable time pressure. Dr. Hillary Anger Elfenbein, Chair of the Organization Behavior department at the School of Business, shared her knowledge and expertise in the area of emotions in the workplace, including emotional intelligence, interpersonal relationships, negotiation and personality, when she presented on the topic of the attributes of a great leader. Dr. Elfenbein explained that the School of Business developed its leadership model from the evidence-based science of leadership development with a focus both on the personal values and attributes of the leader and the subject-matter expertise of the individual. She encouraged attendees to be self-aware and thoughtful in planning what job fits their personal style while utilizing feedback, coaching and self-reflection to develop and improve their leadership skills. In the second session of the half-day program, Dr. Peter Boumgarden, who teaches leadership, organizational design and strategic management, provided attendees with a set of frameworks for decision-making and used real life examples provided by attendees to show the functionality of the frameworks in the legal department. The program provided Chapter members with the opportunity to improve their leadership and decision-making skills while also highlighting the resources available at the School of Business. Following the program, attendees possessed a greater sense of self—who they are and how they lead--and tools to understand, support, and make critical decisions. This partnership with the School of Business not only creates strong in-house counsel but also strong members of the greater business community.

**In 350 words or less, please state how this project was innovative.**

The St. Louis ACC Chapter's partnership with Washington University's Olin School of Business added business-focused education and training to the wide-reaching legal programming provided by Chapter. The School of Business expressed an interest in supporting the needs of corporate counsel to understand and participate in the corporations in which they work and customized the programming for ACC members. The School of Business modeled the program after its core business curriculum, and the presenting professors made the training specific to the unique roles of in-house counsel. The Assistant Dean and the professors met with members of the ACC Professional Development Committee prior to the program to understand the close working relationships between members of the legal department, corporate executives, managers, and operations teams, the diverse practice areas managed by in-house counsel, and the combined legal and business roles many in-house counsel serve. Now, more than ever, our members must be prepared to not only provide legal advice but also, to serve as a leader and to make critical decisions—whether business or legal. As a result, our members, in order to succeed, must develop leadership skills and possess a framework for decision making. This program filled this need while also providing three hours of CLE credit. Our members responded positively to this program. Many engaged with the professors following the program, and some have followed-up with the professors since the program to seek additional advice. We had a waiting list for attendance, and we only had two cancellations the day of the event. We consider the event filled to capacity. Attendees shared only positive comments, and most attendees requested that the Chapter offer a similar program in cooperation with the School of Business next year. The program represents the valuable programming offered by the St. Louis ACC Chapter.