



THE NATIONAL ASSOCIATION OF WOMEN LAWYERS® presents
“Her Place at the Head of the Table: Negotiating Conditions of Career Success for Women Lawyers, Accountants & Business Executives”

Co-Sponsored by:

Baker, Donelson, Bearman, Caldwell & Berkowitz, PC

Association for Women Attorneys

First Tennessee Bank

KPMG LLP

Date: Thursday, May 17, 2007

Location: First Tennessee Building
165 Madison Avenue, M-Level
Memphis, Tennessee 38103

Time 2:00 PM Registration
2:30-5:00 PM Program
5:00-6:30 PM Reception

Price: The charge to attend this course is \$150.00 per person or, for NAWL and Co-Sponsor members, \$125.00 per person. For those individuals who are interested in becoming a member of NAWL, the combined charge for registration and a new NAWL membership is \$175.00 per person.

Phone/ E-mail: For more information about this program or regarding refunds, concerns and program cancellation policies, please contact Annette Knitter at 312-988-6729 or knittera@NAWL.org.

Register: Limited space available. To register, please contact Annette Knitter or visit www.nawl.org.

CLE – TN 2.5 hours of CLE credit have been approved by the Tennessee Commission on Continuing Legal Education.

CPE: CPE credit will be applied for.

Program Committee

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Dorothy Yates
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About the Session

Effective negotiation skills are essential to high level legal, accounting and business transactions. This seminar will help participants evaluate the context for negotiations, identify needs and interests, and learn effective bargaining techniques. The program will also draw on the latest research about women as negotiators to enable women professionals to negotiate more confidently and competently. Workshop objectives include:

- Recognizing and taking advantage of negotiating opportunities
- Understanding gender stereotypes and how they affect women
- Assessing interests and creating value in mutual gains negotiations
- Using *strategic moves*¹ to improve BATNA²
- Anticipating and planning how to respond to challenges

You'll focus on your own negotiating situations to make the principles immediately applicable and actionable. You'll walk away with important "lessons learned" about not only *what* to do but *how* to do it.

This seminar, which is appropriate for both new and experienced professionals, includes presentations, individual exercises and small and large group discussions. There are no prerequisites and no advance preparation is required for this program.

About the Facilitator, Carol Frohlinger, Esquire

Carol Frohlinger is a co-author of **Her Place at the Table: A Woman's Guide to Negotiating Five Key Challenges to Leadership Success** (Jossey-Bass/John Wiley, September 2004). The book examines the challenges women face when they assume leadership positions and how negotiation skills help them to meet those challenges. She is also a co-founder of **Negotiating Women, Inc**, which provides negotiation and leadership training for women and consulting for organizations.

Ms. Frohlinger has worked with major companies to identify and solve performance management problems. She has conducted focus groups, managed 360° feedback surveys as well as consulting with clients on a broad variety of change management processes. As an instructional designer, Ms. Frohlinger has created, developed and delivered many successful training interventions on topics including leadership, team building, sales and sales management. And, of course, she gives talks about the book, sharing lessons learned from savvy, successful women about negotiation.

Innovative companies with whom Ms. Frohlinger has worked include Accenture, Bank of America, CIT Group, PricewaterhouseCoopers and T. Rowe Price. Her coaching clientele includes executives from a variety of industries including banking, law, public accounting and pharmaceuticals.

A nationally recognized speaker and meeting facilitator, a former commercial banker and practicing attorney, Carol holds a J.D. from Fordham University School of Law.

Ms. Frohlinger is the Chair of the Where Are the Women? Project of Women On the Job, a not-for-profit advocacy group and serves on its Board. The project is focused on increasing the number of women on the boards of America's publicly held companies.

¹ As used in *Her Place at the Table: A Woman's Guide to Negotiating Five Key Challenges to Leadership Success* (Deborah M. Kolb, Judith Williams and Carol Frohlinger, Jossey-Bass/John Wiley, 2004)

² As used by Fisher and Ury and first presented in their book, *Getting to Yes*, in 1981. BATNA stands for "best alternative to a negotiated agreement."