

THE VANGUARD NETWORK

General Counsels' Sessions

"Leading Through Complexity: The New Roles of the GC."
Co-Chairs: Mary Ann Hynes, David Robinson & Tom Sabatino

Thursday June 23, 2022
1pm to 5pm ET

Welcome and Introductions

Session 1: Managing The Expanding Portfolio Responsibilities Of The GC

- Where do we see the GC role going?
- What's driving the change?
- What key Leadership skills/behaviors will be critical for GC to thrive in the future?

Session 2: Where Do We Go With ESG?

- Spotlight on a case study of one company's ESG journey & key learnings
- How do we work with the Board on ESG - who have both company and stakeholder obligations?
- What are the lessons learned on engaging with activists?
- What is happening with the dynamic between management promises, and regulatory and investor expectations?

Break (15 mins)

Session 3: DEI

- What is the single most important requirement for DEI to go from rhetoric to reality?
- What are the different camps of thought on DEI among top leaders - and what is the GC's role in responding?
- What are employee expectations on DEI - what do they really care about and how does that compare with top leadership expectations?
- What should we as GCs do if the organization is not making expected progress, or slow progress, on DEI?

Session 4: Peer Discussions:

Help Me Solve My Issue! (GC shares a challenge and peers provide feedback and ideas)

Session 5: The people problem: Who Do We Need on Our Teams? Where Do We Find Them? How Do We Develop Them?

- What are the current trends in hiring Legal talent from an Executive Search expert's point of view?
- How do we balance making an offer quickly, and following the process, while still ensuring candidates are a good "fit"?
- How can GCs compete for law firm talent? How should they think about 'hiring' or 'renting' talent?
- If everyone is going after the same "diverse" talent, how should GCs be thinking or acting differently?

Closing Comments