

4 KEY TAKEAWAYS

Recap: GAPABA 4th Annual Women's Leadership

On October 19, the [Georgia Asian Pacific American Bar Association](#) (GAPABA) held its 4th Annual Women's Leadership Network (#WLN) Dinner. [Kilpatrick Townsend](#) was the premiere "Chairwoman" sponsor of the event, which brought together over 120 legal professionals in the Atlanta community for an evening of networking and leadership insights. Kilpatrick Townsend's [Sara Fon Miller](#), who also serves as one of the WLN Co-Chairs, was one of the moderators of the keynote panel, "A View from the Top: Perspectives from Female Leaders in Law."

The four panelists, **Elizabeth Chandler**, Vice President, General Counsel & Corporate Secretary, Rollins, Inc., **Tricia Kinney**, Chief Legal & Compliance Officer, ServiceMaster, **Christine Lee**, Senior Vice President, Head of Legal, U.S. Businesses, CAN, and **Lynette Smith**, Executive Vice President & General Counsel, Chick-fil-A, Inc., shared their insights and advice for audience, who were eager to learn how they carved their career path, found mentors and allies, and pushed themselves beyond their comfort zone to achieve their current roles.

Panelists urged the audience to reach beyond their comfort zones and find allies and champions to help them become visible.

Key takeaways from the discussion include:

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As Lynette Smith shared: follow the rule of P-I-E: [Performance, Image, and Exposure](#). She also encouraged us to create a 1-year, 3-year and 5-year leadership development plan for ourselves. At the same time, you must maintain flexibility in order to recognize opportunities that could take you in a new direction. Be ready to adjust the plan continually.

Tricia Kinney emphasized that a good leader takes a chance on themselves. Even if you feel unqualified for an opportunity that arises, don't count yourself out.

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Christina Lee encouraged us to adopt a multiplier leadership style instead of a diminisher because multipliers get twice the capability from their team members/employees than diminishers do. A multiplier is a talent magnet who seeds opportunities and turns over ownership to those whom they lead. A diminisher can be someone who must be the smartest person in the room, dominates conversations, micromanages, hoards resources and under-utilizes talent. A diminisher can also be accidental, but by following popular management practices they subtly diminish the intelligence of others. Examples of well-intentioned diminishers include someone who jumps in to rescue others when things seem to be falling apart, is overly optimistic (and has their team wondering if they appreciate the struggle and possibility of failure) or sets a high standard for quality or pace but their team members give up when they can't keep up.

Per Beth Chandler, good leadership is based on trust. Your team must trust you as a leader, and you have to trust your team members to rise to the occasion and take ownership of assignments. Continually ask your team members whether they feel supported (but note that you can only expect an honest response when there is a foundation of trust).

4

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