



SCHEDULE

WELL-BEING WEEK AFTER PARTY

NEAR-FINAL SCHEDULE: SOME DETAILS & DESCRIPTIONS STILL ARE BEING FINALIZED

April 14, 2020

MON



RECOGNITION

TUES



BALANCE

WEDS



LEADERSHIP

THURS



INCLUSION

FRI



CULTURE OF TRUST

WHAT IS THE AFTER PARTY?

The **Well-Being Week After Party** is a week of **FREE** programming held a few weeks after Well-Being Week in Law for all of you who are working hard to build well-being initiatives in law firms, corporate legal departments, and other organizations in the legal profession.

The overall goal of workplace well-being programs is to **create psychologically healthy workplaces which achieve financial success while, at the same time, actively protecting and promoting organizational members' mental and physical well-being.** To keep making progress toward that goal, we'll need to expand our focus beyond individual-level skills-building and also focus on organizational and systems-level causes of stress and barriers to well-being. This will be the focus of the After Party.

The five organizational themes for the After Party are: Rewards & Recognition; Balance; Effective Leadership; Inclusion; and Cultures of Trust, Fairness and Transparency.

HOW CAN I PARTICIPATE?

To avoid adding to the growing Zoom fatigue and to enable participation no matter what your schedule, we'll use a variety of delivery channels, just like Well-Being Week. Below, we provide recommendations for daily readings (**READ THIS**), videos (**WATCH THIS**), activity guides related to the organizational themes (**DO THIS**), and live webinars (**JOIN US**).

WHO IS SPONSORING IT?

The Well-Being Week After Party is organized by the same team that organizes Well-Being Week in Law — which is an event of the **Institute for Well-Being in Law**, a 501(c)(3) charitable organization (formerly known as the National Task Force on Lawyer Well-Being). We're delighted and grateful to have the [Professional Development Consortium](#) as a sponsor and partner for the event.



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QUESTIONS?

Contact Anne Brafford,
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JOIN US

Live Webinar: Monday, May 17, 12:00 pm ET, 60 minutes

You Can't Pour From An Empty Cup: Daily Mindfulness Practices for Workplace Well-Being Professionals

We're kicking off the After Party with a focus on **you**. When you spend most of your day focusing on others, taking care of yourself often takes a backseat. Today's session is an opportunity to set aside the responsibility to care for others and focus on ourselves. This session will provide an opportunity to practice a variety of mindfulness tools designed to regulate emotions, refocus attention, and return to the present moment. Many of us do not have the time to unplug for 30 minutes in the middle of the day to "find our center." These tools are intended to be short, simple practices that can be used throughout the day to refill our cups as we pour out to others.

[Jordan Hamilton, M.A.](#), is a former collegiate and professional basketball player, is an executive coach, leadership and team work consultant, and mindfulness trainer.



JOIN US

Live Webinar: Monday, May 17, 1:30 pm ET, 60 minutes

Integrating Well-Being & Inclusion Programs

This session will be a panel discussion about collaboration between DEI and well-being staff in law firms. **Denise Robinson** will moderate the panel. She is a former practicing lawyer and founder of a diversity consulting firm called [The Still Center](#).

READ THIS

Anne M. Brafford (2017). [I Know How I'm Doing and How To Get Even Better](#), Chapter 5 in [Positive Professionals: Creating High-Performing, Profitable Firms Through The Science of Engagement](#) (pp. 155-164). Science-backed guidance for delivering feedback and expressing gratitude to bolster well-being and avoid burnout.

WATCH THIS

Dan Ariely (2012). [What Makes Us Feel Good About Our Work?](#) TED Talk, 20:13 mins. Entertaining talk that reflects the importance of intrinsic rewards, including fostering a sense of meaningfulness in work.

DO THIS

[Strengths-Based Feedback Activity Guide](#): Provides tips for supervisors on strengths-based feedback practices



JOIN US

Live Webinar: Tuesday, May 18, 1:00 pm ET, 60 minutes

Practical Advice For Curbing The Work-Life Conflict Crisis In Your Firm

Work-life juggling always is a challenge in the legal profession but problems have sky-rocketed during the COVID pandemic. Much research (including in the legal profession) has found that employees who experience conflict between their work and family/personal lives have increased risk of burnout; deteriorating physical and mental health; and declining job performance, attitudes, and commitment. Commentators are predicting wide-spread exits in the legal profession (especially among associates and working mothers) if action isn't taken soon. In this session, Dr. Leslie Hammer will offer practical advice and resources for organizations to address these challenges. Dr. Hammer is a leading expert on the health consequences of work-family conflict and how organizations can curb those effects by offering supportive supervision. She will offer insights from her extensive experience training supervisors to improve team communication, enhance team effectiveness, and reduce stress and work-family conflict.

Dr. Leslie B. Hammer is a Professor in the Oregon Institute of Occupational Health Sciences at Oregon Health & Science University. She also is Co-Director of the Oregon Healthy Workforce Center, one of six Total Worker Health® centers of excellence funded by the National Institute for Occupational Safety and Health (NIOSH). She is a leading expert on the health effects of supportive supervision at work, and on the health consequences of work-family conflict. She has extensive experience in designing, implementing, and evaluating supervisor training. Her research focuses on ways in which organizations can help reduce work and family stress and improve positive spillover into nonwork life by facilitating both formal and informal workplace supports.

READ THIS

Ellen Ernst Kossek & Leslie B. Hammer (2008). [Supervisor Work/Life Training Gets Results](#). Harvard Business Review. Teaching managers to be more supportive of their direct reports' work/life issues can be a simple and effective route to improving employee health and satisfaction.

WATCH THIS

Laura Vanderkam (2016). [How to Gain Control of Your Free Time](#). TED Talk, 11:06 mins. Time management expert Laura Vanderkam offers practical strategies to help find more time for what matters to us, so we can "build the lives we want in the time we've got."

DO THIS

[Aligning With Your Values Activity Guide](#) explains individual and team activities to identify one's core values and ways to align those values with one's work and personal life.

JOIN US

Live Webinar: Wednesday, May 19, 12:00 pm ET, 60 minutes

The [Mindful Business Charter](#): Committing To Well-Being in the Attorney-Client Relationship

The attorney-client relationship can significantly impact well-being on both sides of the relationship. Making real progress on lawyer well-being will be difficult unless this relationship becomes a focal point. Through the Mindful Business Charter, a number of firms and clients have committed to practices that support well-being. A panel of clients (e.g. Barclays, Goldman Sachs) and their law firms that have signed on to the Mindful Business Charter will talk about how they try carry it out in their daily work.

A panel of in-house lawyers from Barclays and lawyers from its outside firms will talk about how they try carry out their commitment to the Mindful Business Charter in their daily work relationships. See a brief video Introduction to the Mindful Business Charter [here](#) and summary slides [here](#).

[Richard Martin](#) will moderate. He's a former lawyer and a Director of Mental Health & Well-Being at Byrne Dean in London, which administers the Mindful Business Charter.

JOIN US

Live Webinar: Wednesday, May 19, 3:00 pm ET, 90 minutes

Building Workplace Well-Being Programs: Key Success Factors

A panel of law firms recognized for their progress and innovation on their workplace well-being programs will provide insights about what they believe are key factors for success.

READ THIS

Anne Brafford & Richard Ryan (2020). [3 Ways to Motivate Your Team Through an Extended Crisis](#). Harvard Business Review. Tips based on motivational psychology for bolstering well-being and engagement by supporting the experience of connection, competence, and autonomy.

WATCH THIS

Liz Theophille (2020). [Servant Leadership: How to Lead With The Heart](#). TEDx, 14:00 mins. Theophille, a Senior IT leader with a multicultural international experience in large companies, talks about how she applies leading with the heart and servant leadership in her daily work with some concrete examples.

DO THIS

[Positive Leadership Development Activity Guide](#). Effective leadership is a key contributor to workplace well-being. This Guide provides multiple activities for starting down the path of leader development.



JOIN US

Live Webinar: Thursday, May 20, 1:00 pm ET, 90 minutes

Design Thinking “Rituals” to Clarify Work Expectations & Support Work-Life Management

Let’s face it: Teamwork can be hard. But it doesn’t have to be! In this session, David and Mary Sherwin will walk us through a series of hands-on, practical exercises that help teams get aligned on how they want to work together from the start of projects. They’ll cover how to set shared communication norms, get real about working hours, and unpack assumptions about how they can best support each other when things get tough. If you’ve ever asked yourself “How do we actually talk about how we want to work together?”, this is the session for you. It’ll help you enable your teams to set their own rules in a way that’s clear, direct, and useful.

[David and Mary Sherwin](#) are design educators and practitioners focusing on teamwork and process. Their most recent book is [Turning People Into Teams: Rituals & Routines That Redesign How We Work](#).

READ THIS

Due Quach (2021). [How the Human Brain Can Derail or Bolster DEI](#). Mindful Leader. What if the Achilles heel of DEI is actually the human brain? The article explains how understanding the human brain can explain why DEI efforts often stumble and more importantly, how to make them more effective.

WATCH THIS

john a. powell (2021). [Creating the Conditions for Belonging and Breathing in a Toxic Environment](#). Bioneers, 17:19. The director of the Othering and Belonging Institute at UC Berkeley illuminates how individuals and organizations can transform and heal our impulses to “other” by cultivating new ways of thinking and building structures conducive to belonging.

AND THESE

Created by the WWIL Team:

[The Cost of Assimilation in the Legal Profession: Voices Of Our Diverse Colleagues](#) (2021). 28:28 mins.

[Overcoming Imposter Syndrome As a Black Woman In Law](#) (2021). 17:04 mins.

DO THIS

[Connecting Over Things In Common Activity Guide](#). We often share more in common with others than what meets the eye. Getting beyond the surface attributes and gaining a better understanding of the experiences, identities, and other aspects of our lives that we share with our colleagues can help us bridge differences and work together more effectively.



JOIN US

Live Webinar: Friday May 21, 1:00 pm ET, 60 minutes

Reduce Risk and Boost Well-Being By Building Trust Within Your Firm

Mistakes are a common cause of malpractice claims and often are a culmination of many factors. If lawyers and other team members are afraid to ask questions or disclose errors because of unreasonable expectations, small problems can snowball into very big ones. A key ingredient to improving team culture is “psychological safety,” which involves creating an environment where all personnel are comfortable speaking up, even under adverse circumstances. This is a well-studied concept that is linked not only to speaking up about mistakes or areas of weakness but also to well-being, engagement, and the experience of inclusion.



[Paula Davis, JD](#), is the founder of the [Stress & Resilience Institute](#) and author of the new book [Beating Burnout At Work](#).

[Tim Schank, JD](#), is a Senior Loss Prevention Counsel at ALAS.

READ THIS

Dori Meiner (2018). [Why Trust Matters at Work: A Culture of Fear Hinders Innovation and Growth](#). SHRM. If employees don't trust their leaders, they won't operate efficiently, will be reluctant to make decisions, and won't be willing to go the extra mile. They'll fear sharing bad news, so problems will grow instead of being promptly addressed

WATCH THIS

Kim Scott (2018). [Culture, Candor, & More](#). TEDx, 31:25 mins. Without candid conversations and feedback, we can't grow professionally or interpersonally, and we'll be less effective as leaders and teammates. But there's far too little direct honest, communication at work—often due to fear of hurting others' feelings. Kim Scot discusses skills for showing that we care while also speaking directly.

DO THIS

[Positive Leadership Panel Activity Guide](#). This Guide provides guidance for organizing a panel of top leaders addressing issues related to trust, fairness, and transparency.

THANKS TO OUR SPONSORS!

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