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# VISION 2020

TALENT RISING



TENTH ANNUAL LCLD MEMBERSHIP MEETING

# What's Working

# *Promoting Diverse Teams through Collaboration*

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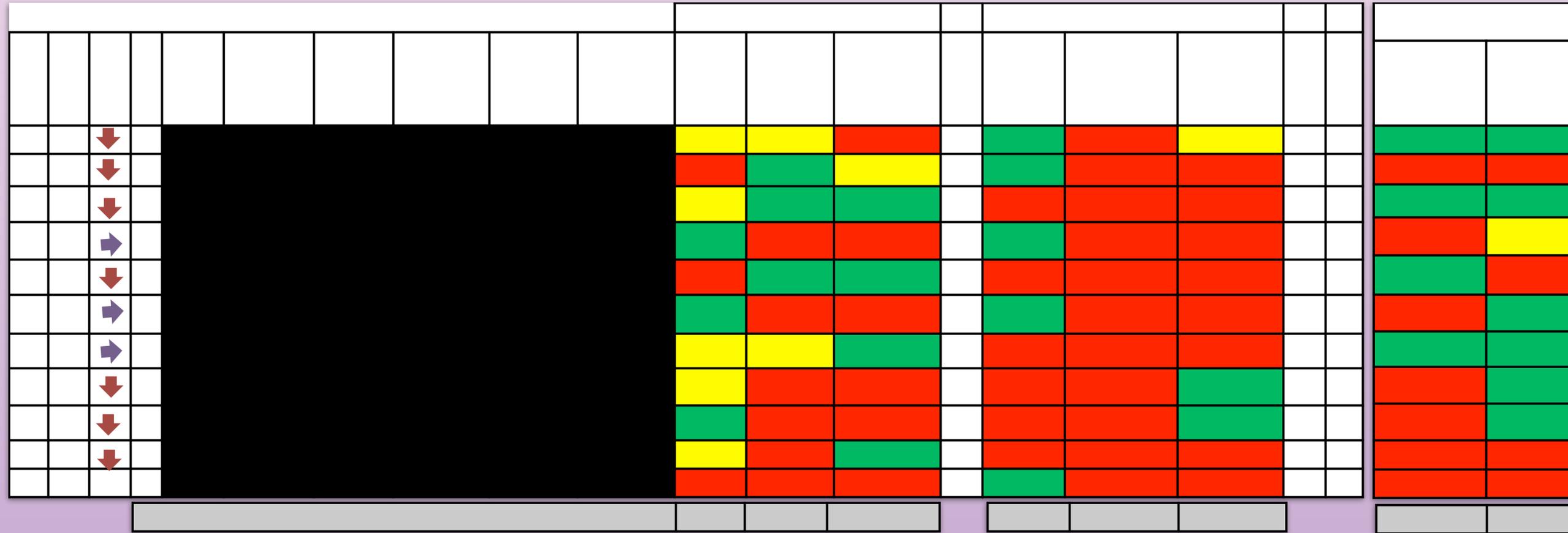
**Maryanne Lavan** | Lockheed Marting Corporation

# Instilling Accountability and Sponsorship

- Lockheed Martin's initiative to measure and hold its law firm's accountable for driving diversity
- Crowell & Moring's sponsorship initiative

# Lockheed Martin is Measuring Diversity and Driving Accountability

# Sample Metrics



- Follow-up conversations with law firms
- In-person meetings
- Strong messaging

# Other Initiatives

- Diversity and Inclusion at Lockheed Martin
- Diversity and Inclusion in the Legal Department
  - Focus on Fellows
- Sustainable Partnership Initiative

# Sponsorship at Crowell & Moring

- First program of its kind in the AmLaw 100
- 38 lawyer cohorts of sponsors and women and and diverse “proteges”
- Year-long program focused on building relationships and careers of women and diverse lawyers

# Inspiration for Taking Action?

- Partners appeared more comfortable sponsoring those who looked like them → deficit of sponsors for women and diverse lawyers
- Recognition that sponsorship is critical to the experience and advancement of lawyers within the firm

## Are the Efforts Innovative/Different?

- The initiative—first launched in 2012—was the first of its kind in the AmLaw 100

# Lessons Learned? What Would You Do Differently?

- Provide choice in sponsors
- Focus from the outset on foundational skills of relationship building rather than sponsor gift giving

## Ripple Effect on Majority Attorneys?

- Majority lawyers learned the importance of earning sponsorship and paying it forward
- Enhanced the ability of the firm to embed sponsorship as a cultural value

# Want to know more?

Visit LCLD's What's Working Portal at:  
[lclldnet.org/whats-working](http://lclldnet.org/whats-working)

