

## THE QUESTIONS SHAPING A BETTER FUTURE

College of Law Practice Management — Futures Conference '21

*November 15 + January 11, 18, 25*

The Committee has planned an intensely interactive and participatory conference. No keynote speeches, no slide presentations, no panels. Instead, small group discussions, kick-started by short “spark talks” on the challenging questions we will venture to answer.

### The Imperative

In this second pandemic year, the “next normal” is still taking shape. COVID-19 and our responses to it have hastened macroeconomic and sociotechnical shifts. Changes in how we work and live feel faster, more confusing, and more overwhelming—and the legal industry faces more questions than answers about the future.

*What is changing in and around the legal industry? What are the impacts on legal professionals and their many stakeholders? Most importantly, what is the future we want to build for ourselves, our society, and our planet—and what can each of us do about it today?*

For the 2021 Futures Conference, the College of Law Practice Management invites you to lean into these hard questions. Please join other questioners and pathfinders—College Fellows and invited participants across our field—in a conversation structured from the start for a virtual gathering. We will be using digital collaboration tools to elicit and focus our collective wisdom.

Our conversation focuses on three megatrends:

#### THE 4<sup>TH</sup> INDUSTRIAL REVOLUTION

#### ENVIRONMENTAL, SOCIAL & GOVERNANCE

#### DIVERSITY, EQUITY & INCLUSION

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The possibilities of billions of people connected by mobile devices, with unprecedented processing power, storage capacity, and access to knowledge, are unlimited.

And these possibilities will be multiplied by emerging technology breakthroughs in fields such as artificial intelligence, robotics, the Internet of Things, autonomous vehicles, 3-D printing, nanotechnology, biotechnology, materials science, energy storage, and quantum computing.

The Fourth Industrial Revolution is evolving at an exponential rather than a linear pace. Moreover, it is disrupting almost every industry in every country. And the breadth and depth of these changes herald the transformation of entire systems of production, management, and governance.

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The triple bottom line is a business concept that posits firms should commit to measuring their social and environmental impact—in addition to their financial performance—rather than solely focusing on generating profit, or the standard “bottom line.” It can be broken down into “three Ps”: profit, people, and the planet.

To some, adopting a triple bottom line approach may seem idealistic in a world that emphasizes profit over purpose. Innovative companies, however, have shown time and again that it’s possible to do well by doing good.

As the world’s most pressing challenges evolve, purpose-driven leaders are needed to spearhead initiatives that can spur positive change—but making those changes isn’t an easy task.

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A great deal of noble and important work has been done on DEI in recent years, but we have hit a ceiling. All S&P 500 companies have at least one woman on the board, but 90% of Fortune 500 CEOs are straight, white, cisgender men. Even in countries where most companies have D&I programs, up to 75% of targeted employees report no personal benefit from those programs. Annual US spending on D&I training amounts to \$8 billion, but up to 55% employees still experience discrimination.

As we emerge from the pandemic, many organizations are seizing this moment to fundamentally rewrite the rules of the workplace. The bold intent and aspiration of DEI at work is enabling each employee in the organization to thrive, which ultimately fuels long-term, sustainable business advantage for the company.



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## Agenda

We view these trends as deeply inter-related.

The Futures Conference will ask you to engage with a cascade of increasingly focused questions about the future of our profession—as shown below.

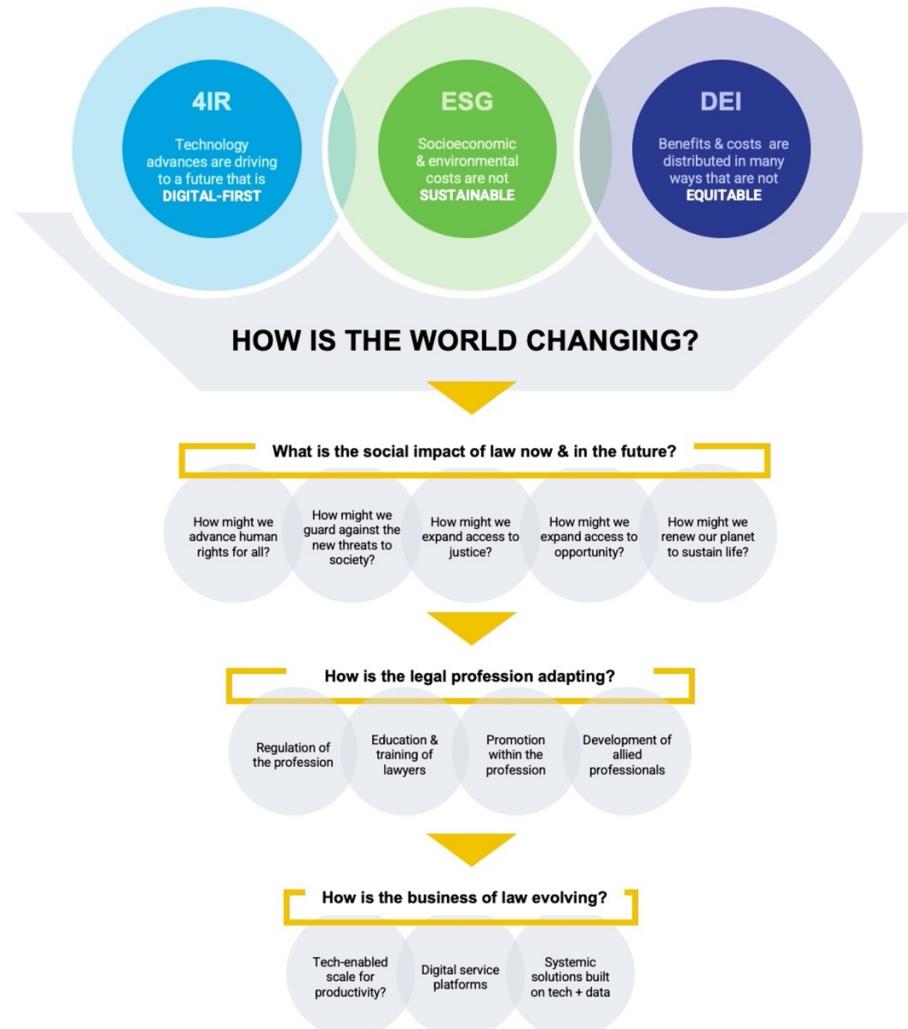
We challenge you to bring your own questions, your insights, and your most controversial opinions. After the Conference, the College plans to publish a report summarizing and synthesizing the key takeaways.



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## Schedule Summary

November 15  
4:00–7:00 pm Eastern

- Welcome
- Conference introduction – themes, insights from pre-Conference survey, and action plan for the three topical sessions in January – Gina Passarella, Jason Barnwell, Susan Hackett
- New Fellows introduction & induction – live introductions, pre-recorded videos and profiles on the Conference site
- Open-table networking to meet the new Fellows

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- InnovAction Awards
- Homework assignments for January
- Open-table networking

January 11 + 18 + 25  
2:00-5:30 pm Eastern

### Topical Sessions

- ESG—Environmental, Social & Governance
  - Spark Talk presenter: Pamela Cone, Founder & CEO, Amity Advisory; and TBD
- DEI—Diversity, Equity & Inclusion
  - Spark Talk presenters: Ed Sohn, Senior Vice President, Head of Solutions, Factor Law; and Caren Ulrich Stacy, Founder & CEO, Diversity Lab
- 4IR—Digital Transformation
  - Spark Talk presenters: Margaret Hagan, Director, Legal Design Lab, Stanford Law School; and Nicola Shaver, Managing Director, Innovation & Knowledge, Paul Hastings

### In each session:

- Two pre-recorded 10-minute spark talks to introduce the topic and set out issues
- Two rounds of small-group discussions, with moderators and virtual whiteboards
- Each attendee will participate in two different groups of about 10 people