

**Who's in your bullpen?
Succession strategies for law firms, clients, and witnesses.**

Panelists: Bill Childs, 3M Company
St. Paul, MN
Senior Counsel, 3M Litigation

John Lebold, Sherwin Williams
Cleveland, Ohio
Associate General Counsel

Moderator: Angela Beranek Brandt, moderator
Larson King, LLP
St. Paul, MN

No one wants to think about training their replacement but succession planning requires deliberate attention and collaboration. This session will explore how two companies have implemented initiatives that encourage outside counsel to think ahead about law firm succession planning and development of the next generation of expert and corporate witnesses.

8:00 a.m. Introductions of panelists.

8:05 a.m. Setting the stage. Audience participation for discussion about the obstacles to starting conversations about succession plans within organizations and determining retirement timing/dates.

- Lawyers don't like to retire
- Do not want to be obsolete
- Lifestyle
- Do not want to give up clients
- Do not want to give up responsibilities
- Do not want to get pushed out
- Worried about making less money

8:15 a.m. Bill Childs will discuss 3M Company's innovative strategy for outside counsel's succession planning. 3M's succession requirements with outside counsel promote diversity among the team and provide opportunities for diverse lawyers.

- The guidelines
- How it is measured
- Repercussions

John Lebold will discuss succession planning in corporations and legal departments what role outside counsel can play to assist with preparation and transitions.

- What are the challenges in-house
- What is outside counsel's role, if any
- How can outside counsel help smooth transitions

Bill, John and Angela will discuss unique issues related to succession planning for corporate representative witnesses.

- Mass tort litigation goes on for decades
- Knowledgeable people retire/leave
- Adding to the stable of witnesses
- Passing along decades old information

8:30 a.m. Discussion with Bill, John, Angela and audience on best practices.

How to start the discussion?
When to start the discussion?
Who needs to be in the conversation?
How to identify gaps and blind spots?
What incentives can be put in place?
Other ways to encourage engagement in process?

Key takeaways:

- The conversation has to start somewhere
- Identify stakeholders
- Identify early on the obstacles
- Put in place appropriate incentives
- Go at a comfortable pace
- Follow up

8:45 a.m. Questions and answers.