

Jane DiRenzo Pigott



Jane DiRenzo Pigott is Managing Director of R3 Group LLC and specializes in providing leadership, change and diversity/inclusion consulting to organizations. Her services enhance an organization's competitive edge by allowing the organization to retain, develop and promote its key talent. She approaches leadership, change and inclusion strategically and produces measurable results towards her clients' goals and objectives. Her clients include professional service firms and corporations.

From 1993 until 2002, Ms. Pigott served as the Chair of the global Environmental Law practice group at Winston & Strawn, one of the largest global law firms. Prior to that, Ms. Pigott was Chair of the Environmental Law Department at the firm now known as Katten Muchin Rosenman. In those capacities, she provided creative solutions to expensive technical issues in an intensely regulated arena and created successful strategies to obtain mission-critical permits and licenses. At Winston, she served as the Relationship Manager for the firm's third largest client at the time. In that role, she developed and implemented innovative strategic partnering that resulted in win-win financial solutions, thus becoming a role model for other firm/client relationships, and improving the client-service model on a firm-wide basis. She was a regular participant in major client acquisition teams. Prior to being a partner at these large global law firms, she was employed by MidCon Corp., the natural gas transmission subsidiary of Occidental Petroleum. There she created and implemented strategies for managing significant litigation and material business growth strategies.

At Winston & Strawn, Ms. Pigott served on the firm's Executive Committee, the first woman to do so, and its Compensation Committee, the committees responsible for managing the firm's employees across the globe and establishing the compensation for all of the firm's attorneys. While at Winston, Ms. Pigott created and chaired the firm's Diversity Initiative, rendering the firm a leader among its peers and dramatically improving recruitment, retention and promotion of attorneys. Under Ms. Pigott's leadership, the firm won three of the coveted *Sager Awards* for its Diversity Programs from the Minority Corporate Counsel Association. In addition, a number of outside organizations at the time positively recognized Winston's diversity efforts. For example, in the *Chicago Lawyer* and *Minority Law Journal* diversity surveys, Winston ranked in the top decile. Ms. Pigott was instrumental in helping Winston to be recognized in the June 2001 issue of *Diversity & the Bar* as one of five firms profiled in connection with best diversity practices, and in Vault's 2001 "Guide to America's Top 100 Law Firms" where Winston ranked second nationally in the "Best 20 Firms to Work For" category and was listed as No. 1 in the retention and office categories.

Ms. Pigott serves as an independent trustee of the Van Eck mutual funds, a multifaceted hard asset family of funds: Van Eck Funds, Van Eck Worldwide Insurance Trust and Van Eck Funds, Inc. She chairs the board's Governance Committee.

In addition, Ms. Pigott is an active leader in civic organizations. She currently serves as a Life Trustee and Vice Chair of the Chicago Symphony Orchestra and sits on its Executive, Nominating and Governance and Vision 2020 Strategic Plan Implementation Committees. She is a Trustee of Northwestern University and sits on its Executive, Alumni Relations and Development, Compliance and

Audit, Compensation, Medicine and Governance and Nominations Committees. She serves on the Northwestern Medical Group Board of Directors and the Northwestern Memorial HealthCare Physician Compensation Subcommittee. She chairs the Advisory Board of the Civil Rights Center at the University of North Carolina's School of Law. She also serves on the Board of Young Women's Leadership Charter School, the only charter school in Chicago exclusively for girls, and serves on the Board of the Patrick G. and Shirley W. Ryan Opera Center. In addition, she is a member of The Chicago Network, an invitation only group of the most senior women in the Chicago area.

Ms. Pigott is a member of the Illinois Supreme Court's Commission on Professionalism and chairs its Finance and Audit Committee.

In 2000, Ms. Pigott received the Chicago Bar Association's Alliance for Women *Founder's Award* for excellence in the profession and her contributions to the advancement of women in the profession. She was the co-Chair of the Chicago Bar Association's Alliance for Women in 2004-2005. During her tenure as co-Chair, the Chicago Bar Association approved a Call to Action on women in leadership in the legal profession, www.chicagobar.org/calltoaction. The Call to Action received the National Conference of Women's Bar Association's National Public Service Award in August 2005. In conjunction with this Call to Action, she co-founded the Alliance for Women's Women Leadership Institute, a program focused on success strategies for women attorneys. The Call to Action continues to annually measure the progress of Chicago law firms on retaining and promoting women attorneys.

Ms. Pigott is an active speaker and author on leadership, management, diversity and substantive topics. She has spoken and presented papers at a wide variety of venues, including twice before the United Nations in conferences held in Paris, France. Her most recent speaking engagements include: a program entitled "Get What You Want: Success Strategies" for Recruiting Administrators of Dallas in October 2013; a program entitled "Growing Your Practice: A Workshop on Business Development" for the Grand Rapids Bar Association Managing Partners Diversity Collaborative in September 2013; a program entitled "Getting in the Door, Sales and Closing" for Lex Mundi Accelerated Business Generation Workshop for Women Lawyers in September 2013; a program entitled "How to Convince Baby Boomers and Gen-Xers to Make You Their Partner" for DRI's Young Lawyers Seminar in June 2013; a program entitled "Building Better Women's Initiatives" for the National Association for Law Placement ("NALP") Annual Convention in April 2013; programs entitled "Reaching Critical Mass: How Women Can Build Coalitions of Support" and "Negotiating Compensation" for the National Association of Women Lawyers ("NAWL") Mid-Year Meeting in February 2013; programs entitled "Creating Positive Visibility;" "Effective Delegation and Team Roles;" "Effective Communication and Conflict Resolution;" and "Mentoring, Coaching and Championing" for the American Bar Association ("ABA") Section of Labor and Employment Law ("LEL") Leadership Development Program in August 2012; a program entitled "Managing and Mentoring Women: Enhancing the Probability for Success" for Lex Mundi Institute ("LMI") Foundation Management Program in July 2012; a program entitled "Gender-Based Behavioral Differences" for Lex Mundi Managing Partners Conference in July 2012; a workshop on the topic of self promotion for NY City Bar Association in March 2012; workshops entitled "Creating Positive Visibility;" "Mentoring, Coaching and Championing;" and "Effective Delegation and Team Roles" for the ABA Annual LEL Conference in November 2011; a program entitled "Communication and Female Advantage" for the Women's Leadership Forum in October 2011; a program entitled "Blueprints for Leadership: Powerful Strategies and Tools for Women Lawyers to Enhance Firm Value and Maximize Competencies" for the Lex Mundi Global Opportunities for Advancement and Leadership for Women in the Legal Profession ("GOAL") program in July 2011; programs entitled "Creating Positive Visibility;" "Effective Communication and Conflict Resolution;" and "Mentoring, Coaching and Championing" for the ABA

LEL Leadership Development Program in July 2011; participation on NALP “Increasing the Return on Investment: A Strategic Approach to Affinity Groups” webinar in June 2011; a program entitled “Working Together to Provide Best Practice Tips For Diversity” for the Louisiana State Bar Association Diversity Conclave in April 2011; a program entitled “Effective Work Assignment Systems: Investing in Your Future Instead of Merely Billing Hours” for NALP ALI-ABA 2010 Professional Development Institute in December 2010; participation in mentor and mentee training sessions for the ABA LEL Leadership Development Program in December 2010; a program entitled “Law Firm Management Best Practice: Generational Inclusion” for the South Carolina Women Lawyers Association in November 2010; a workshop on the topics of self promotion and networking for Loyola University Women in Business in September 2010; participation on NALP ALI-ABA “Effective Work Assignment Systems: Investing in the Future Instead of Merely Billing Hours” webinar in June 2010; participation on Women Lawyers Alliance “Increase the ROI From Your Women’s Initiative With a Strategic Approach” v-panel in June 2010; participation on “Drive Your Women’s Initiative Forward Strategically” webinar for Women Lawyers Alliance in March 2010; participation in a NALP roundtable discussion on the “Future of Lawyer Hiring, Development and Advancement” in March 2010; participation on Shift Worldwide “Law Firm Talent: Creating and Retaining Female Stars” webinar in March 2010; participation on “The Diversity Dilemma: Another Victim of the Bad Economy?” panel at the ABA Corporate Counsel Conference in February 2010; a presentation entitled “Effective Self-Promotion for Women Attorneys” as well as two panels entitled “Mind the Gap: Effective Intergenerational Mentoring” and “Networking and Effective Self-Promotion” for Ms. JD’s Annual Conference on Women in the Law in November 2009; presentations entitled “Creating Positive Visibility” and “Speed Networking” for the Wisconsin State Bar Diversity Counsel Program in October 2009; facilitation of the ABA LEL Leadership Development Program in September 2009; participation on a “Staffing Matters” panel at the NALP Diversity Summit in June 2009; participation at the Lex Mundi annual Women and the Law Committee meeting in May 2009; and a presentation entitled “Diversity Ramifications” for the Tennessee Bar Association in April 2009.

Ms. Pigott also regularly publishes on topics relating to leadership, diversity and retention. She co-authored a publication entitled “What You Need to Know About Negotiating Compensation” for the ABA Presidential Task Force on Gender Equity and the Commission on Women in the Profession in July 2013. She co-authored an article entitled “Diversity at Law Firms in the Post-Recession Era” for the Spring 2013 Texas State Bar Corporate Counsel newsletter. She was featured in an article entitled “The Rules (for Women): Steps May Be Unspoken But They Are Necessary, Successful Partners Say” which appeared in the January 2012 *ABA Journal*. She wrote an article entitled “Flexibility in the Legal Workplace: Policies Versus Practice” in February 2011. She co-authored the “Guide to Best Practices in Mentoring, Coaching and Championing” for Lex Mundi’s GOAL initiative in 2010. She wrote an article entitled “Diversity Metrics – Be Strategic About Your ‘Grade’” which appeared in the October 2010 *Law Firm Partnership & Benefits Report*. She co-authored an article entitled “People Power” which appeared in the October 2010 *Managing Partner*. She co-authored an article entitled “Constellation of Talents” which appeared in the March-May 2010 *Women Legal Magazine*. She was featured in a *NALP Bulletin* article entitled “Final Roundtable Assesses Impact of Recession, Looks Ahead to Recovery” in May 2010. She was featured in an article entitled “Change to Gain” which appeared in the December 2009-February 2010 *Women Legal Magazine*. She wrote an article entitled “There Isn’t One Path to Success” in February 2010. She wrote an article entitled “Diversity Metrics: Strategically Seek Your ‘Grade’” in November 2009. She wrote an article entitled “Articulating the Business Case for Inclusion” for the DRI Diversity newsletter in April 2009. She co-authored an article entitled “The Call to Action: Advancing Women Attorneys in Leadership in Chicago,” which appeared in the March 2009 Illinois State Bar Association (“ISBA”) Catalyst newsletter. She co-authored an article for the Alliance News, a newsletter of the Chicago Bar Association Alliance for Women entitled “Call to Action on Women in Leadership in the Chicago Legal

Community” in Winter 2008. She updated two chapters on the topics of associate hiring, training and promotion and the changing practice of law for How to Manage Your Law Office, a publication updated annually by LexisNexis Matthew Bender (latest release December 2008). She was featured in an article entitled “Female Partners Climb at 11 Firms” in The Chicago Tribune in November 2008. She was quoted in an article entitled “Women Post Gains in Law Firms that Joined Initiative” in the *Law Bulletin* in November 2008. She was featured in Chicago Bar Association Advisory entitled “Bar Association Women’s Alliance to Announce Top Law Firm Leaders, Results of Initiative on Women in Law Firms” in October 2008. She wrote an article entitled “Intergenerational Competency in the Legal Workplace” in October 2008. Her article entitled “Chicago Bar Association’s Call to Action: Progress on Women in Leadership in the Legal Profession” was published in the June 2008 issue of Illinois State Bar Association (“ISBA”) Diversity Matters newsletter. She was quoted in an article entitled “Women Get a Boost Up That Tall Leadership Ladder” which appeared in the Wall Street Journal on June 10, 2008. Her article entitled “Creating Positive Visibility Within Your Organization” was published in the *Law Firm Partnership & Benefits Report* in February 2008. Her article entitled “Affinity Groups: Tools for Retention” was published in the *Law Firm Partnership & Benefits Report* in August 2007. She was quoted in an article entitled “Stand Up and Be Counted” which appeared in the August 2007 issue of *Corporate Counsel*. She was quoted in an article entitled “Risky Business – When Your Health Becomes Married to Your Job” which appeared in the August 2007 issue of *Today’s Chicago Woman*. She was quoted in an article entitled “Do Women and Minority GC’s Settle for Less?” which appeared in the July 2007 issue of Law.com’s *In-House Counsel*. Her article entitled “Articulating the Business Case for Inclusion” appeared in the June 2007 issue of Illinois State Bar Association Diversity Matters newsletter. She was featured in an article for the Alliance Newsletter of the Chicago Bar Association Alliance for Women entitled “A Call to Action Outreach Continues With a 2007 Kick Off in Spring 2007. Ms. Pigott wrote a chapter entitled “The Rules of This Game” for the book Presumed Equal: What America’s Top Women Lawyers Really Think About Their Firms, published in September 2006. Her article entitled “Teaching Can Help: Diversity Training at Your Law Firm” was published in the Sept/Oct 2006 American Bar Association’s *Business Law Today*. Her article entitled “Walk the Talk: Creating an Inclusive Legal Workplace” was published in the Fall/Winter 2004 edition of *Minority Trial Lawyer*. Part II of this article was published in the Spring 2005 edition of *Minority Trial Lawyer*.

Ms. Pigott is “Dear Jane” for The Legal Balance, Inc., the web-based community for women attorneys (www.thelegalbalance.com), where she provides advice on personal and professional questions. In addition, she has written several diversity blogs as an expert contributor for Law Department Management (www.lawdepartmentmanagementblog.com).

Ms. Pigott received a BA from the University of Virginia and is a graduate of the University of North Carolina School of Law.

Ms. Pigott and her husband Ken live in Chicago, Illinois. They partner on their philanthropy which centers on medical research, civil rights, education and classical music. They enjoy travelling the world to visit their seven children and fourteen grandchildren.

Ms. Pigott can be reached at R3 Group LLC, 77 West Wacker Drive, Suite 4025, Chicago, Illinois 60601, phone: (312) 628-4743, fax: (312) 628-4745, e-mail: jdpigott@r3group.net.