

## Jane DiRenzo Pigott



Jane DiRenzo Pigott is Managing Director of R3 Group LLC and specializes in providing leadership, change and talent 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. She also assists her clients, their practice and client teams and their affinity groups in implementing their strategic plans and providing professional and leadership development content to allow leverage for both their change efforts and their investments in talent. Her clients include professional service firms, corporations and family offices.

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 a highly 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 material 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 of the Chicago Symphony Orchestra and sits on its Executive Committee. She is a Trustee of Northwestern University, sits on its Executive Committee and chairs its Academic Affairs Committee. She serves on the

Northwestern Medicine Group Board of Directors and the Northwestern Memorial HealthCare Physician Compensation Subcommittee. 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, the highly-competitive training program of the Lyric Opera of Chicago.

Ms. Pigott is a member of the Illinois Supreme Court's Commission on Professionalism and chairs its Audit and Finance 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/Call to Action](http://www.chicagobar.org/Call_to_Action). 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 workshop entitled "Effectively Communicating Across Generations" for Career Transitions Center in July 2015; a facilitated discussion entitled "Think Tank Live: The Credibility Challenge – Earning Trust From a Tough Crowd" for Legal Marketing Association in May 2015; a program entitled "Communicating Across Generations" for Sudler Property Management in October 2014; a program entitled "Communicating Across Generations" for Institute of Real Estate Management ("IREM") Chicago Chapter in September 2014; participation on panels entitled "Diverse Attorneys, Women and Millennials: Successful Paths to Leadership" and "What You Need to Know About Negotiating Compensation" for the American Bar Association ("ABA") Business Law Section in September 2014; a program entitled "Mentoring Across Gender and Generation" for the Public Interest Law Initiative ("PILI") in May 2014; a program entitled "Get What You Want: Success Strategies" for U.S. Law Firm Group ("USLFG") Women Lawyers Committee meeting in April 2014; participation on a panel entitled "The Strategy of Diversity Recruiting" for Practicing Law Institute ("PLI") Diversity and Inclusion in Law Practice program in February 2014; a program entitled "Moving On Up: Training Women to be Future Law Firm Leaders" for the National Association for Law Placement ("NALP") Professional Development Institute ("PLI") in December 2013; 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 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 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; and a workshop on the topic of self promotion for NY City Bar Association in March 2012.

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.

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

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