

# Accelerate Your In-House Career

January 4-8, 2016

University of Colorado Law School  
Boulder, Colorado

Corporate Counsel  
Intensive Institute



# Corporate Counsel Intensive Institute

Accelerate Your In-House Career

## Program Description

To thrive in a corporate environment attorneys require a much broader skill set than ever before. General Counsel hire attorneys who graduated at the top of their class and are star performers at law firms, but know that their success depends on much more. Successful in-house attorneys must be agile, adaptable, and self-aware. In-house attorneys must become adept at embracing risk and fully participating in and owning the decision-making process with business teams, all while maintaining their roles as champions of integrity in the company. It is an incredibly rewarding and diverse practice, but without the right skills, mentor, or transition program, it can be a very uncomfortable and difficult transition for even the most talented attorneys.

Colorado Law, in close collaboration with seven dynamic and progressive current and former General Counsel, has developed the Corporate Counsel Intensive Institute (CCII), an intensive one-week course designed to immerse prospective or new in-house counsel in the best practices for the in-house environment. CCII will improve success rates and increase long-term retention rates for attorneys transitioning in-house.

## Participants

- Work directly with and learn from Fortune 500 General Counsel
- Increase strategic thinking abilities
- Analyze the practice of law in the corporate environment
- Advance proactive approaches to problem-solving in corporate legal practice
- Learn how to effectively embrace risk
- Apply practical business-focused decision-making to real world issues
- Gain confidence delivering advice in difficult, high stakes situations
- Access to new resources to assist with in-house practice
- Network with top general counsel and attorneys from across the nation

## Testimonials



**Dylan Ahn**  
Corporate Counsel  
DISH Network

"The Corporate Counsel Intensive Institute offers participants interaction with some of the most prominent leaders in the in-house legal community, insight into how those leaders shape their respective legal departments, and tips on how to succeed as an in-house attorney. I highly recommend that attorneys who are interested in joining the in-house legal community participate in the Corporate Counsel Intensive Institute."



**Michelle Rosenthal**  
Corporate Counsel  
T-Mobile

"All of the lecturers served as general counsel at large companies and each was at the top of his/her game. The course focuses on leadership, organization, strategic thinking, and many other issues that one can expect to deal with in their role as in-house counsel. As an attorney who was fairly new to the in-house world, the course was extremely valuable to me."

## Workload

As a high quality university class, each general counsel has carefully chosen select readings and real life case studies for discussion in their class. Reading and preparation for each class should take approximately two hours and all participants are expected to have read the materials, be prepared, and add value to the class discussions. 16 CLE credits requested.

## Registration

[colorado.edu/law/ccii](http://colorado.edu/law/ccii)  
\$2500

Space is limited, as such, refunds will not be issued after registration.



# Program Schedule

January 4-8, 2016, 9:00 a.m. to noon

## Monday

### A Strategic and Proactive Legal Function

**Michael D. Fricklas**

General Counsel and Secretary  
Viacom Inc.

- Roles of the in-house lawyer
- Interacting with the CEO, senior management and the board
- The need to understand business and the company's business
- How to use the legal department as a strategic asset for the company and the value added
- Who you represent and conflict of interest
- Managing internal investigations
- Proactive crisis management

**Morning opening remarks with Dean Phil Weiser and  
Shalini Sharma, general counsel, Matrix Financial Solutions**

**Evening reception at St. Julien Hotel, sponsored by MassMutual**

## Tuesday

### Leadership in the 21st Century

**Mark Roellig**

Executive Vice President and General Counsel  
MassMutual Financial Group

- The roles of leadership, followership, individual contributor, and supervisor
- Establishing the legal department culture
- How in-house counsel assembles, directs, and leads high performing teams
- The appropriate mix of internal and external resources, and the use of non-lawyer professionals
- The value of diversity within a team

**Lunch: Entrepreneurial Approaches to Leading a 21st Century Law Department**

**Jason Mendelson**

Managing Director  
Foundry Group

Wednesday

## Efficiently Managing the Legal Needs of an Organization

**Rasmani Bhattacharya**

Executive Vice President and General Counsel  
Gates Corporation

- How to lead and operate within an in-house legal function
- Legal budgeting and cost of in-house versus external resources
- Where and how to perform different legal services
- Unbundling legal resources
- Setting objectives and measuring and reporting against those objectives
- Litigation communication and management
- How to effectively communicate legal issues with clients
- How to manage external resources and leverage the traditional law firm model for the benefit of the organization

Thursday

## Skills, Attributes, and Opportunities for In-House Legal

**Susan Blount**

Executive Vice President and General Counsel  
Prudential Financial Inc.

- The skills a student or a lawyer should obtain to be an effective in-house attorney and how to obtain such skills
- Networking
- The likely substantive areas of legal growth and evolving nature of the legal practice from an in-house perspective
- The benefits and detriments of in-house practice
- The role of the in-house lawyer in the company's controls/culture, i.e., interrelationships with ERM (enterprise risk management), internal audit, compliance and finance
- How you best position yourself for an in-house opportunity

Friday

## Final Exam and Closing Lecture on the Future of Law: How to Shape It and Lead It

**Fiona Arnold**

Executive Director  
Colorado Office of  
Economic Development and  
International Trade

**Randy Milch**

Former Executive Vice President and  
General Counsel  
Verizon Communications Inc.

# Instructors

Fiona Arnold is an experienced corporate attorney and executive based in Denver, Colorado. She served as the executive vice president, general counsel, and corporate secretary of Vail Resorts, Inc. from June 2007 through November 2013 and assumed the title of chief compliance officer in June 2012. While at Vail Resorts, Arnold oversaw the company's legal, risk, and compliance departments and was a member of the company's executive committee. From 2003 to 2006, Arnold served as associate general counsel for Western Gas Resources, Inc. From 2001 to 2003, Arnold was vice president of legal and business affairs and assistant general counsel for Crown Media Holdings, Inc. Arnold is a native Australian.

## Fiona Arnold

Executive Director  
Colorado Office of Economic  
Development and International Trade



**COLORADO**  
Office of Economic Development  
& International Trade

Rasmani Bhattacharya was appointed executive vice president and general counsel of Gates Corporation in February 2015. Prior to her appointment, Bhattacharya served as assistant general counsel since joining the company in 2011. In her role, Bhattacharya oversees all legal matters, corporate governance, and mergers and acquisitions activities for the organization, including the insurance, compliance, real estate, and environmental functions of the Gates law department. Prior to joining Gates, Bhattacharya served as a transactional attorney at Vinson & Elkins, a major international law firm.

## Rasmani Bhattacharya

Executive Vice President and  
General Counsel  
Gates Corporation



Susan L. Blount is executive vice president and general counsel at Prudential Financial, Inc., responsible for the company's 700 person global law, compliance, business ethics, and external affairs departments. Blount assumed the role of general counsel in 2005 and was promoted to executive vice president in June 2013. She joined Prudential in 1985. Under Blount's leadership, Prudential's law department has been recognized among the Most Innovative Law Departments by the *Financial Times*; an "Employer of Choice" by the Minority Corporate Counsel Association; a "Legal Department of the Year" by the New Jersey Law Journal; and the "Corporate Law Department of the Year" by the NJ Hispanic Bar Association.

## Susan Blount

Executive Vice President and  
General Counsel  
Prudential Financial Inc.



Michael D. Fricklas has served in senior management of Viacom Inc.'s legal department since 1993; since 1998 he has been general counsel and secretary, Viacom's most senior legal position. Viacom is home to the world's premier entertainment brands across multiple platforms and their iconic brands include MTV, CMT, TV Land, Paramount Pictures, and many others. At Viacom, Fricklas plays an integral role in guiding complex transactions and resolving disputes, in coordinating the company's legal and business affairs activities, in corporate governance, and in leading Viacom's law department. Among numerous other awards, he is the recipient of the Counsel of the Year Award from the Association of Media and Entertainment Counsel and the *Legal 500* 2014 Entertainment Individual of the Year.

**Michael D. Fricklas**  
General Counsel and Secretary  
Viacom, Inc.



Jason Mendelson is co-founder and managing director of Foundry Group, a premier venture capital firm, where he is actively involved in serving on boards of portfolio companies and the negotiations and structuring of financings, mergers, and exits in the portfolio. Prior to co-founding Foundry Group he was a managing director and general counsel for Mobius Venture Capital and prior to that he was an attorney with Cooley LLP, where he practiced corporate and securities law. As an attorney, Mendelson has consummated over \$2 billion of venture capital, \$5 billion in mergers and has extensive experience in fund formation, employment law, and general litigation. He is an executive board member of the National Venture Capital Association and was chosen as one of Denver's 40 under 40 in 2009.

**Jason Mendelson**  
Managing Director  
Foundry Group



Randal S. Milch is the former executive vice president and general counsel of Verizon Communications Inc. Before being named general counsel in October 2008, Milch had served as the senior vice president and general counsel of Verizon Business and Verizon's domestic telecom business. He was appointed to the latter position in 2000, upon the merger of Bell Atlantic and GTE. Before the merger, Milch was associate general counsel at Bell Atlantic and served as vice president, general counsel, and secretary of Bell Atlantic-Maryland, Inc.

**Randy Milch**  
Former Executive Vice President and  
General Counsel  
Verizon Communications Inc.



Mark Roellig is executive vice president and general counsel of Massachusetts Mutual Life Insurance Company (MassMutual), the parent company of a global, growth-oriented, diversified financial services organization, listed 96th in Fortune's ranking of America's largest corporations with more than \$640 billion in total assets under management. He is responsible for the corporate secretary, corporate compliance, internal audit, government relations, and the corporate administration and real estate and facilities departments.

**Mark Roellig**  
Executive Vice President and  
General Counsel  
MassMutual Financial Group



# Corporate Counsel Intensive Institute

Accelerate Your In-House Career

[colorado.edu/law/ccii](http://colorado.edu/law/ccii)



Fiona Arnold  
CO-OEDIT



Rasmani Bhattacharya  
Gates Corporation



Susan Blount  
Prudential



Michael D. Fricklas  
Viacom



Jason Mendelson  
Foundry Group



Randy Milch  
Verizon



Mark Roellig  
MassMutual



COLORADO LAW

UNIVERSITY OF COLORADO BOULDER