

Stephanie A. Scharf (Partner, Scharf Banks Marmor LLC; Principal, The Red Bee Group, LLC)

Stephanie Scharf has a national reputation as a courtroom advocate and a sophisticated counselor addressing her clients' critical problems. She has spent over 30 years specializing in complex litigation representing national and global corporations, as a partner at Kirkland & Ellis, senior partner at Jenner & Block, and most recently, founder of a majority women-owned firm, Scharf Banks Marmor LLC.

In addition to her law practice, Stephanie is co-founder of The Red Bee Group, LLC, a women-owned business that advises companies, law firms and not-for-profits about talent development, leadership, and corporate culture. Having earned a Ph.D. in Behavioral Sciences and a J.D. from the University of Chicago, Stephanie uses her skills in data analytics to create and implement measurable strategies for organizational change and achievable goals. She has advised and worked with clients to implement programs for effective leadership, strategies for growth and talent development, and programs to retain and advance diverse lawyers.

Stephanie designed and co-authored such innovative national studies as *Legal Careers of Parent with Children: Where We Are Now and How to Move Forward* (forthcoming 2023); *Where Does The Legal Profession Go From Here? Lawyers Tell Us How and Where They Want to Work* (2022); *Practicing Law In the Pandemic and Moving Forward* (2021); *Walking Out the Door: The Fact, Figures and Future of Experienced Women Lawyers in Private Practice* (2019); and *First Chairs at Trial: More Women Need Seats at the Table* (2015). Stephanie founded and conducted the *NAWL Annual Survey of Women in Law Firms* from 2006-2014; and reported on other applied research on the strategies, career trajectories, and impact of interaction between companies and their employees.

Stephanie has held many leadership positions in national organizations. She was the 2017-2020 Chair of the American Bar Association Commission on Women in the Profession; 2017-2018 Co-Chair of the ABA Presidential Initiative on Achieving Long-Term Careers for Women in the Law; and served as Special Advisor to the American Bar Association's Presidential Commission on Diversity and Inclusion. She is a former President of the National Association of Women Lawyers, where she created the highly regarded NAWL General Counsel Institute as well as a series of NAWL national surveys; and long-time member of the Board of DirectWomen (2016-2022). In recognition of her contributions to the legal profession, Stephanie has received the National Association of Women Lawyers *Public Service Award*, the National Law Journal *Two Steps Forward Award*, the Coalition of Women's Initiatives in Law *Inspiration Award*, The Women's Bar Association of Illinois *Myra Bradwell Award* (2018); and the Chicago Bar Association Alliance for Women *Founder's Award*.