

DEH | DEBBIE EPSTEIN HENRY

Consulting | Speaking | Writing

Debbie Epstein Henry is an internationally recognized expert, consultant and public speaker on careers, workplaces, women and law. Since the late 1990s, Debbie has crisscrossed the globe and spoken to thousands of people who want to improve the trajectory of their careers and make their workplaces more hospitable for all employees. Debbie consults to companies, law firms and other professional service firms as well as non-profits, bar associations, law schools and individuals. She regularly speaks at private retreats and events as well as at conferences and other public venues. Her international work includes multiple engagements in The Hague as well as (in Paris) at the French Senate and in London and Vienna and other cities abroad. For nearly 20 years, hundreds of news outlets have featured Debbie's work including *The New York Times*, NBC Nightly News, *The Wall Street Journal*, National Public Radio, *The American Lawyer* and many more.

Debbie's public speaking and writing with respect to careers, workplaces, women and law spans a range of subjects including innovation, new legal models, retention, promotion, networking, business development, sponsorship, women's initiatives, workplace culture and structure, leadership, compensation, risk, self-promotion, flexibility, re-entry, transition, generational differences, alternative careers, parental leave and work/life balance. She honed her expertise in these subject areas as the author of *LAW & REORDER: Legal Industry Solutions for Restructure, Retention, Promotion & Work/Life Balance*, the #1 best-selling American Bar Association Flagship book for 2011 and as co-author of another ABA best-selling Flagship book in 2015, *FINDING BLISS: Innovative Legal Models for Happy Clients & Happy Lawyers*.

Debbie is a serial innovator. After practicing law as a litigator, in 1999, Debbie founded Flex-Time Lawyers to provide consulting, training and speaking services. She has renamed her consulting practice DEH Consulting, Speaking, Writing to more accurately capture the breadth of her work. In 2006, she conceived of the Best Law Firms for Women initiative, a national survey she developed with Working Mother to annually select the top 50 law firms for women and to report on industry trends. Flex-Time Lawyers successfully ran the Best Law Firms for Women initiative with Working Mother for a decade. By 2008, Debbie's public speaking, press exposure and advocacy enabled her to build a national network of over 10,000 lawyers. From there, in 2011, she joined forces with two colleagues to co-found Bliss Lawyers, a company that employs high caliber lawyers to work on "secondments" where the lawyers work on temporary engagements for in-house legal department and law firm clients. Bliss has expanded to also handle temp to perm and direct hire placements and the company has lawyers employed for clients from New York to California.

Debbie served as a federal law clerk to the Honorable Jacob Mishler in the United States District Court for the Eastern District of New York. She has received numerous awards including being named a *Philadelphia Business Journal* "Women of Distinction". In May 2017, Debbie received the Anne X. Alpern Award, presented annually to a female lawyer who demonstrates excellence in the legal profession and who makes a significant professional impact on women in the law. She donates her time to a number of non-profits including the Forum of Executive Women where she co-chairs the annual Leadership Symposium and sits on the Membership Committee. Debbie is also a Senior Advisor to the Task Force for Talent Innovation, a Member of the New York City Bar Committee to Enhance Diversity in the Profession and a Liaison to the American Bar Association Commission on Women in the Profession. She received her B.A. in Psychology from Yale and her J.D. *cum laude* from Brooklyn Law School. A native New Yorker, Debbie lives in the Philadelphia suburbs with her husband, Gordon. They have three sons.