

# DEH | DEBBIE EPSTEIN HENRY

Consulting | Speaking | Writing

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## I. Overview

Debbie offers presentations and trainings in a variety of formats including delivering keynotes with question/answer periods, conducting fireside chat interviews, facilitating discussions, serving as a master of ceremonies, giving TED-style talks, holding breakout sessions, running workshops, speaking in webinars, moderating panel discussions, or some variation of these approaches. Some clients run a program series over the course of a year or more. The audience and format for these programs that take place in private and public venues and in-person and by video vary from: sessions with management; firm-wide or company town halls; firm-wide, all partner, female partner or female executive retreats; a mix of law firm and client programs; associate and/or partner workshops; staff facilitations; and, women professional, women lawyer, women associate, women partner, and women executive facilitations.

## II. Most Popular Speaking Topics

- 1. Striking the Self-Promotion Balance: Demonstrating your Value without being the Obnoxious Person in the Room.** How do you find that perfect balance between effectively self-promoting while not being that obnoxious person in the room? Whether you are self-promoting for a leadership opportunity, to get credit for a client matter, to win a pitch or a whole host of other reasons, self-promotion is a critical skill you need to hone. At this session, we will focus on how to creatively demonstrate your value without being transparent or offensive. We will wrestle with the elusive challenge of being a team player while also appropriately seeking recognition for your role. Attendees will leave this session with techniques to help them demonstrate their contribution and gain visibility as well as garner the recognition they both need and deserve.
- 2. Effective Public Speaking Skills (for the Non-Public Speaker).** Fear of public speaking is the number one fear that people have and it affects up to 75% of the population. Are you among them? If you are, if you have a fear of failure, embarrassment, inadequacy, or something else, it's real and it's holding you back. Regardless of your seniority level, it is interfering with your ability to project confidence, communicate with a client or colleague, participate or run a meeting, win someone's trust, command a room, or present as a speaker. At this session, we will explore how to overcome your public speaking fears by learning the key skills you need to you become an effective public speaker. Through interactive exercises, feedback and concrete strategies, you will learn how to gain the confidence you need to convey the messages and impressions that you need to succeed.
- 3. Building Relationships & Making Your Ask a Give.** Whether you're a junior or seasoned professional, relationship building is critical to your success. Yet when you're junior, you often feel you don't know where to start and when you're more experienced, you may worry that your network has gone stale or you've exhausted your networking efforts. Or, perhaps you are great at building relationships but when it comes time to make an "ask" -- whatever that ask may be -- you often fall short. Not being able to ask for that opportunity or introduction, or ask to represent a client, go on a pitch or be considered for a promotion, leadership role or increased compensation, can significantly impede your success. At this session, you will learn how to unearth new contacts and build meaningful relationships. You will also learn how to master the art of the ask, whether in-person, hybrid or virtual. The trick? Listen and get to know a person's needs, interests and challenges. Rather than frame your ask as a favor, you will learn how you can be a resource. You will leave this session armed with action steps and inspiration to tap into your network, be generous and provide value while learning to ask for what will propel yours and your contacts' careers forward.

4. **Leadership & Executive Presence.** Many of us admire great leaders but we don't know the characteristics that make them successful and inspirational. Increasingly, executive presence is being recognized as a key component to successful leadership. At this session, we'll unpack the research on executive presence and delve into the three reported anchors of successful leadership – gravitas, communication and appearance. We'll delve into how to show integrity and project vision, how to command a room and how to engender confidence from colleagues and clients. We'll also explore how to communicate effectively by listening and getting to know your audience. Through in-depth exploration, participants will uncover the mystery of executive presence and begin building both the awareness and the skills to get there.
5. **Blueprinting for Success: Developing Plans for Success in Sponsorship, Self-Advocacy, Networking & Leadership.** In today's competitive workplace, it is no longer enough to be a top-notch professional. What are the intangibles that differentiate those professionals who thrive and those who wither? During this session, attendees will discover four challenging areas where professionals should focus. These include: 1. Sponsorship and Strategic Alliances; 2. Self-Advocacy; 3. Networking; and, 4. Leadership and Executive Presence. After gaining an understanding of the challenges, attendees will learn tangible steps to better navigate their way. Attendees will leave this event, armed with feedback and inspiration, to develop the skill sets they need to gain the success and status they want.

### III. Biographical Background



Debbie Epstein Henry is an expert, consultant, best-selling author, public speaker and podcast host on careers, workplace dynamics, women and law. Debbie offers consulting, training and speaking services to companies, law firms and other professional service firms as well as non-profits. She regularly speaks at private retreats and events as well as at conferences and other public venues.

Debbie runs the [DEH Speaker Series](#), a programming series where she hosts thought leaders, TED speakers and best-selling authors, often drawing hundreds to 1,000+ attendees per quarter. She's also the host of the podcast, [Inspiration Loves Company](#), where she explores how to do better and be better at life, work and everything in-between. Her international work includes multiple engagements in The Hague as well as in Paris at the French Senate and in Madrid, London and Vienna and other cities abroad. Hundreds of news outlets have featured Debbie's work including *The New York Times*, NBC Nightly News, *The Wall Street Journal*, and National Public Radio.

Debbie is the author of *LAW & REORDER: Legal Industry Solutions for Restructure, Retention, Promotion & Work/Life Balance*, the #1 best-selling ABA Flagship book for 2011. She is the co-author of another ABA best-selling Flagship book in 2015, *FINDING BLISS: Innovative Legal Models for Happy Clients & Happy Lawyers*. Debbie conceived of Best Law Firms for Women, an annual, national survey to select the top 50 law firms for women and report on industry trends. She ran the initiative for a decade with *Working Mother*.

Debbie is the co-founder of Bliss Lawyers, a majority women-owned company that employed hundreds of attorneys to work on temporary engagements for in-house legal department and law firm clients. She co-ran Bliss from a virtual platform for nine years, garnering experience co-running a fully remote company and building a culture of engagement and success for both the Bliss corporate team and its clients. In 2020, she co-facilitated the successful acquisition of her company by Axiom, the global leader in high-caliber, on-demand legal talent.

Debbie has received numerous awards including being named among the *Philadelphia Business Journal's* "Women of Distinction." In 2017, she 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. Debbie is the immediate past president of The Forum of Executive Women. She is also Co-Founder and Chair of Brooklyn Law School Women's Leadership Circle which runs a national women's law student and alumnae initiative, the Women's Leadership Network. Debbie received her B.A. from Yale and her J.D. *cum laude* from Brooklyn Law School. She lives in the New York area with her husband; they have three grown sons.

To learn more about Debbie's work, watch this [2 ½ minute sizzle reel](#) and [2 minute podcast trailer](#) which capture highlights of her speaking style. You can also visit Debbie's [website](#) to see her [public speaking engagements](#), [video clips of representative speaking](#), [links to her podcast episodes](#) and more.