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WELL-BEING STRATEGIES FOR ATTORNEYS

Retreats & Continuing Legal Education



The
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2023 Prospectus

WELCOME

WELL-BEING STRATEGIES FOR ATTORNEYS



Since the beginning of 2020, The Legal Burnout Solution (TLBS) has offered well-being programs to attorneys throughout North America. As experienced lawyers ourselves, we are fully attuned to the unique challenges of practicing law and the fallout of unmitigated burnout on our professional productivity and personal happiness.

This brochure details the wellness-based programs developed specifically for the law firm setting. We offer Attorney Well-Being Retreats, Continuing Legal Education courses as well as sessions tailored to your unique needs. As part of our customization process, we conduct confidential pre-session surveys which can reveal a wealth of information to the firm.

We hope to be a resource to support and bolster your firm's well-being initiative. Be sure to visit our website at www.legalburnout.com.

Warm Regards,

Cindy and Becky



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THE BUSINESS CASE FOR ATTORNEY WELL-BEING

Strengthen Recruitment, Retention & Performance



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The Business Case for Attorney Well-Being

The COVID-19 pandemic worsened already epidemic levels of mental health concerns and substance use among attorneys. On the whole, the pandemic has highlighted the critical need to prioritize employee health as an essential element of law firms' standard business practice.

Here we breakdown why investing in well-being programming is fundamental to ultimately benefit associates' (1) recruitment, (2) retention, and (3) work performance.

Promoting Employee Wellness is Good for Business

Overall, investment in employee well-being leads to significant financial gain. Studies show that prioritizing employee wellness programming benefits the firm's bottom line in two major ways—(1) reduction in costs and (2) generating more profits:

- For every dollar spent on employee wellness programs, medical costs decrease by \$3.27, absenteeism-related costs decrease by \$2.73, and employers gain a \$4.00 increase in employee productivity.ⁱ

Further, because well-being has recently emerged as a leading employment consideration—especially among younger attorneys—actively prioritizing employee wellness will be key to attract and retain top talent now and in the future.

Recruitment

In our Post-COVID world, work-life balance has emerged as the top consideration to attract, and ultimately retain, younger legal talent:

- Among summer associates, work-life balance was cited as the top factor when considering an employment offer from a law firmⁱⁱ
- Practicing Millennial and Gen Z attorneys prioritize work-life balance more than salary when choosing employmentⁱⁱⁱ
- Almost 1/3 of Millennial associates (ages 25-40) want to leave their firm after 3-5 years as opposed to staying to make partner^{iv}



Retention

Especially as a record number of Americans quit their jobs during the “Great Resignation,” bolstering employee retention is a paramount business consideration:

- From 2012-2018, associate attorney attrition averaged 18% and more than half of these departures were considered “unwanted” by firm leadership^v
- It’s estimated that replacing a junior attorney costs 1.5–2x more than the attorney salary^{vi}
- Presently, 1 in 4 women and 1 in 5 attorneys under 40 are considering leaving the profession entirely^{vii}

Performance

Actively prioritizing our overall health and well-being is crucial to safeguard our ability to effectively practice law. Indeed, unaddressed mental health concerns can wreak havoc on lawyer performance and productivity:

- Since the pandemic began, lawyer mental health has further declined with approximately half of practicing attorneys reporting depression and anxiety^{viii}
- Female lawyers are experiencing meaningfully worse mental health concerns than men^{ix}
- Those with untreated mental health concerns take twice as many sick days and have 4x more unproductive time at work, averaging 5 days a month of lost productivity^x

ⁱ Report and Recommendations of the NYSBA Task Force on Attorney Well-Being, This is Us: From Striving Alone to Thriving Together (hereinafter NYSBA Report), Oct. 2021, <https://nysba.org/app/uploads/2021/10/Report-on-Task-Force-on-WellBeing-APPROVED-HOD-no-comments-or-staff-memo.pdf>

ⁱⁱ *Id.* at 50.

ⁱⁱⁱ *Id.* at 49.

^{iv} Making Their Mark: How Millennial Lawyers Could Reshape the Industry, Findings from the 2021 Major, Lindsey & Africa and Above the Law Millennial Survey, <https://www.mlaglobal.com/en/insights/research/2021-millennial-survey>

^v Law firms lost 15 associates for every 20 they hired, NALP Foundation study finds, Debra Cassens Weiss, ABA Journal, <https://www.abajournal.com/news/article/law-firms-lost-15-associates-for-every-20-they-hired-study-finds#:~:text=The%20average%20rate%20of%20associate,firm%20Major%2C%20Lindsey%20%26%20Africa.>

^{vi} NYSBA Report, pg. 49.

^{vii} New IBA report reveals significant numbers of young lawyers want to leave their current job, Internal Bar Association, January 31, 2022, <https://www.ibanet.org/New-IBA-report-reveals-significant-numbers-of-young-lawyers-want-to-leave-their-current-job>

^{viii} 1 in 4 Women Attorneys Consider Leaving Law Because of Mental Health Survey Finds, Law.com, May 12, 2021, <https://www.law.com/international-edition/2021/05/12/1-in-4-women-attorneys-consider-leaving-law-because-of-mental-health-survey-finds/>

^{ix} *Id.*

^x NYSBA Report, pg. 48.

LAW FIRM RETREATS

Mindfulness-Based Well-Being Strategies and
Tools for Legal Professionals



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ATTORNEY WELL-BEING RETREAT PROPOSAL

YOUR HEALTH IS YOUR WEALTH

Prioritizing wellness initiatives is key for maintaining high performance, retention, and recruitment. Overall, investing in employee well-being programming is a financial win-win for law firms as a proven means to (1) reduce costs and (2) generate more profits.

DESIGNED TO HELP LAWYERS ACHIEVE PEAK PERFORMANCE

Our mindfulness-based Attorney Well-Being Retreat focuses on four central tenants of wellness:

- Mental Health;
- Physical Health;
- Healthy Communication; and
- Professional Health.

Our Retreat programming combines lecture, short written exercises, small and large group discussion, and interactive mindfulness training. Ultimately, Retreat participants gain the following resources:

- Holistic Health Assessment;
- Individualized Well-Being Plan;
- Mindfulness Meditation Practices; and
- Complimentary 1-Hour Virtual Follow-up.



WELL-BEING IS
GOOD FOR
BUSINESS

01

PERFORMANCE

02

RETENTION

03

RECRUITMENT

SET YOUR TEAM
UP FOR SUCCESS



I. Pre-Session Survey

We leverage the information gathered in the brief pre-session survey to customize the program according to the interests and issues expressed by participating attorneys.

II. Presentation Format

Each hour will include lecture, short written exercises, small and large group discussion, as well as interactive mindfulness training and practice. By the end of the session, each participant will have created a mini Personalized Well-Being Toolkit for future guidance.

III. Most Popular Well-Being Topics

- Protect yourself from burnout
- Setting boundaries to achieve work-life balance
- Strategies to integrate self-care into your daily life and law practice
- The impact of mental health concerns on the legal profession and the importance of prioritizing attorney wellness
- Improve focus and boost your overall productivity and efficiency
- Cultivate stress resilience and grit
- Build leadership skills, including fostering professionalism and civility
- Science-based techniques to curb anxiety and stress in the moment
- Use mindfulness to enhance ethical and reflective decision-making as opposed to acting rashly and later feeling regret for poorly chosen words and actions
- How to deal with difficult people, including other attorneys, without losing your cool
- Better understand your client's objectives and keep your client reasonably informed so they can make informed decisions
- How to jumpstart habits that will lead to a healthy lifestyle
- Prevent or minimize self-destructive behaviors like substance abuse



IV. Mindfulness Meditation

Attorney and certified Contemplative Practices Teacher Becky Howlett will guide participants in interactive mindfulness meditation techniques, such as:

- * Breathwork
- * Mindful Movement
- * Visualization
- * Gratitude
- * Positive Affirmations

V. Conclusion

Toward the end of the session, participants will be asked to finalize well-being goals and choose an accountability partner. Designed to help each individual stick to their respective commitments, we will give suggestions on how to best work with the partner to keep each other accountable to progress and help one another ultimately achieve and maintain their well-being goals over time.

VI. Follow Up

Approximately 30 days after the Retreat, Becky and Cindy will offer a 60-minute virtual session open to all attendees.

VII. Investment

Once we determine your firm's specific needs and priorities we will offer a flat-fee quote that includes estimated expenses.

Results Driven

HELPING LAWYERS BE THEIR BEST



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REACH FULL POTENTIAL

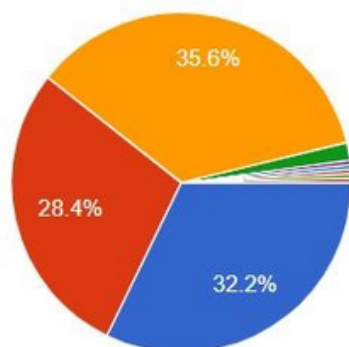
Leveraging pre-program surveys and stress assessments, all services are customized to maximize client opportunities to promote individual and organizational health & positive outcomes.

WHAT COLLEAGUES ARE SAYING

Recent program surveys demonstrate that legal professionals are actively seeking solutions to counteract the negative effects of the pandemic and ultimately improve their performance.

What is the #1 thing you hope to gain from this program?

236 responses



- Improve focus/concentration
- Curb anxiety/stress
- Learn mindfulness tools/techniques
- All of the above
- All of the above equally important-simply could not chose just one
- Address burnout
- CLE credit

FAST & EFFECTIVE

Over a 4-week period, our Online Meditation Community members reported positive changes or improvements to the following:

- 25% to focus or concentration, mood, and feelings of fulfillment
- Over 60% had less anxiety; and
- 1/3 felt more connected to others.

TESTIMONIALS

"Cindy & Becky are excellent presenters with a personal interest and passion for the topic of mindfulness. I would definitely recommend their program to any professional looking to incorporate mindfulness into their daily routine!" --
Susan Scheer, Esq. TLBS Community Member since June 2020

Visit legalburnout.com for more info.

CONTINUING LEGAL EDUCATION

Customized Mindfulness-Based Ethics CLE Courses



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Continuing Legal Education Course Offerings

Our 1-hour CLE programs can be presented virtually or in person. For example, past firm clients have included our programming in full-day conferences. In addition, individual CLE courses can be packaged together and customized to meet your firm's unique wants and needs:

- **Mindful Ethics:** How Mindfulness Can Help You Avoid Legal Burnout, Continue to Competently Perform Legal Services, and Remain Ethically Compliant
- **Mental Health:** The Mindful Approach to Addressing Mental Health in the Legal Field
- **Substance Use:** Overcoming Substance Use Disorder and Avoiding Legal Ethics Issues
- **Elimination of Bias:**
 1. Learn Mindfulness to Curtail Implicit Bias and Make Ethical Decisions
 2. Combating Ageism in the Legal Field
- **Trauma:**
 1. How Secondary Trauma Affects Attorney Mental Health
 2. Strategies for a Trauma-Informed Law Practice
- **Technology:**
 1. ChatGPT in the Legal Field: Benefits, Pitfalls, and Ethical Considerations
 2. How to Take Charge of Technology Ethically & Mindfully

*Each course qualifies for 1 hour of Ethics, Elimination of Bias, Substance Abuse or Mental Health CLE credits depending upon jurisdictional regulations.



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CLE Course Description

60 minutes

1-hr CLE Ethics credit

How Mindfulness Can Help You Avoid Legal Burnout, Continue to Competently Perform Legal Services, and Remain Ethically Compliant

As attorneys, constant stress is often a part of the job. If we don't effectively manage chronic stress, however, it has the potential to cripple our productivity levels and make it physically, mentally, and emotionally impossible to effectively advocate for our clients and ourselves. Further, we run the risk of running afoul of the rules of professional conduct.

Instituting even 1 or 2 minutes of meditation and mindfulness into our daily routines can have immediate and far-reaching benefits in our professional and personal lives. Become your best self now. Join us as we demystify meditation and focus on the basics of mindfulness: what it is and isn't, how to do it, and how to maximize its benefits.

We will delve into specific methods of integrating mindfulness into your day-to-day law practice. According to Professor Peter H. Huang of University of Colorado Law School, "Law students, lawyers, and law professors should try practicing mindfulness to see if they improve their legal decision-making, ethics and leadership."

This 60-min CLE session will empower you to:

- Protect yourself from burnout
- Improve focus and boost your overall productivity and efficiency
- Curb anxiety and stress through quick, effective "spot treatments"
- Use mindfulness to enhance ethical decision-making and conflict resolution.



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CLE Course Description

60 minutes

1-hr CLE Ethics or Mental Health credit depending on jurisdiction

The Mindful Approach to Addressing Mental Health Issues in the Legal Field

Join Attorneys Becky Howlett and Cindy Sharp as they explore the prevalence of burnout, stress, depression, and anxiety in the legal field.

The landmark 2016 study on lawyer impairment found that attorneys have disproportionately high rates of mental health concerns compared with the general population. For example, 45.7% of lawyers self-reported symptoms of depression and 61% for anxiety. *Tragically, 63% of them did not seek help for their mental health concerns.* One of the main reasons cited is the fear that they would be stigmatized if others discovered their “problem.”

The objective of this program is to raise awareness about the nature of mental health distress in the legal setting, to challenge the biases and stigma that surround those concerns, and to motivate those who are suffering to take advantage of available resources. Certified Meditation Instructor Becky Howlett will teach and lead mindfulness meditation practices throughout this session designed to help lawyers learn how to cope with stress, depression, and anxiety.

Topics include:

- High prevalence of mental health issues among lawyers
- Barriers to seeking treatment
- Ways to support colleagues who may be in distress
- Ethical implications of poorly managed stress
- Overcoming stigma in the legal community
- Mindfulness practices to help lawyers learn how to cope with stress, depression, and anxiety



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CLE Course Description

60 minutes

1-hr CLE Ethics or Substance Abuse credit depending on jurisdiction

How to Overcome Substance Use and Avoid Legal Ethics Issues

The ABA and Betty Ford Center's groundbreaking 2016 study confirmed devastatingly high rates of both mental health concerns and substance abuse amongst lawyers. For example, between 21-36% of attorneys qualify as problem drinkers—3-5x higher than the general population. Moreover, 25-30% of attorney disciplinary matters, 60% of all malpractice claims, and 85% of all trust-fund violation cases involve substance-use disorder issues.

Even though the problem is pervasive in the legal community, most aren't equipped to seek help if in distress or to have sensitive conversations with those who need help. Tragically, according to this landmark study, **93% of attorneys did not receive help for alcohol or other drug abuse**. As we struggle to cope with life in post-COVID-19 world, lawyers are particularly vulnerable to worsened mental health and substance abuse issues.

In this eye-opening program, veteran attorney Cindy Sharp will share her struggles with alcohol and reveal how she got sober and has remained alcohol free for over 11 years. Attorney and certified meditation instructor Becky Howlett will share her perspectives and provide practical tips for reducing stress and anxiety in your professional practice and personal life.

In this timely program, you will learn:

- Why we must eliminate the stigma surrounding substance use disorder
- How to detect the warning signs of impairment
- Ethical rules to consider: MRPC 1.1 - Competence, MRPC 1.3 - Diligence
- Ethical duties as to an impaired attorney
- Treatment options and other resources to consider
- Mindfulness as a tool for resilience, stress release and relapse prevention



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CLE Course Description

60 minutes

1-hr CLE Ethics or Elimination of Bias credit depending on jurisdiction

Learn Mindfulness to Curtail Implicit Bias and Make Ethical Decisions

Join Cindy Sharp and Becky Howlett as they unpack implicit bias—what it is, why it matters, and strategies to become aware of our own unconscious biases and ultimately enhance mindful decision-making. Overall, this program will support your ability to recognize these biases and implement strategies to curtail their harmful effects in your law practice.

Implicit bias is universal—everyone has it! Yet, these biases are uniquely our own as they are shaped by our individual life experiences. Although we all have them, we are generally unaware of their presence and effects, meaning implicit biases can negatively impact our decisions without our knowing. Research has shown that mindfulness meditation can reduce implicit bias at the individual level.

Certified Meditation Instructor and Attorney Becky Howlett will lead mindfulness practices designed to promote awareness of your own biases. Veteran Attorney Cynthia Sharp will share her perspectives as well as viewpoints and experiences of others in the legal community. The speakers will delve into why words DO matter and discuss commonly held harmful assumptions related to diverse groups.

You will also learn:

- How to use mindfulness tools to develop deeper awareness about implicit bias and learn to counter insensitive attitudes
- Specific steps that you can take IMMEDIATELY to reduce the ill effects of implicit bias in the legal setting
- Concepts that will help identify and address unconscious bias when dealing with colleagues, clients, and others
- How enhanced cultural competency will help any attorney both serve justice and advocate more effectively



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CLE Course Description

60 minutes

1-hr CLE Ethics or Elimination of Bias credit depending on jurisdiction

Combating Ageism in the Legal Field

Join veteran attorney Cindy Sharp and certified contemplative practices teacher and attorney Becky Howlett as they unpack age bias in the legal field—what it is, why it matters, and ways to enhance collaboration across all age levels. Addressing ageism in the legal profession can strengthen cross-generational collaboration, meaning better service for clients and more fulfilling workplaces for us all.

Lawyers of all experience levels and ages will benefit from this program. Overall, this course will support your ability to recognize implicit bias and implement strategies to curtail its harmful effects. Cindy and Becky—whose age difference spans 35 years!—will share their own perspectives, as well as viewpoints and experiences of others in the legal community. You will also learn:

- Concepts to help identify and address age bias when dealing with colleagues, clients, and others.
- How enhanced cultural competency will help any attorney both serve justice and advocate more effectively.
- How to use mindfulness tools to develop deeper awareness of age bias and learn to counter insensitive attitudes.
- Specific steps that you can take IMMEDIATELY to reduce the ill effects of age bias in the legal setting.



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CLE Course Description

60 minutes

1-hr CLE Ethics or Mental Health credit depending on jurisdiction

How Secondary Trauma Affects Attorney Mental Health

Attorneys often represent people who have been traumatized as victims of abuse, crime or other adversity. As the matter unfolds, lawyers, staff and judges alike may be exposed to emotional stories, highly charged situations, as well as gruesome and disturbing evidence, which can lead to secondary or vicarious trauma. Symptoms include burnout, PTSD, irritability, difficulties with sleep and concentration as well as diminished pleasure and interest in activities.

Join Cindy Sharp and Becky Howlett for this timely educational webinar as they explore secondary trauma. Case studies of legal professionals who have experienced the adverse effects of vicarious trauma are included. Certified Meditation Instructor and Attorney Becky Howlett will teach and lead mindfulness practices throughout this session.

Attendees will learn:

- How to identify situations that may lead to secondary trauma
- Symptoms of vicarious traumatization
- Ethical Implications of secondary trauma: Analysis of MRPC 1.1 - Competence, MRPC 1.3 - Diligence, MRPC 1.4 - Communication, MRPC 8.4 - Misconduct
- Specific steps you can take IMMEDIATELY to manage and avoid the ill effects of compassion fatigue
- Tips on how to approach a colleague who is exhibiting “the signs”
- Strategies to implement a trauma-informed approach
- How to use mindfulness tools to develop deeper awareness about secondary trauma



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CLE Course Description

60 minutes

1-hr CLE Ethics or Mental Health credit depending on jurisdiction

Strategies for a Trauma-Informed Law Practice

Trauma is pervasive in our society as 1/3 of Americans will experience a severe trauma at some point. Indeed, lawyers are often serving clients at some of the darkest times of the clients' lives due to traumatic events. Yet, until recently, our profession has not emphasized the necessary "soft skills" to be a successful attorney, including mindful communication, empathy, connection and even our own self-care.

Attend this program and explore best practices to curb the negative effects of trauma within the legal profession. This program will examine how unresolved primary trauma, as well as vicarious trauma, can hinder an attorney's ability to effectively manage and cope with stress, which can have dire impacts on our professional responsibilities and health. Discover how to bolster awareness of trauma and how it can present so that you can strengthen connections with your clients, while also creating environments that support your mental health and overall well-being.

Lawyers of all ages and experience levels will benefit from this program.

You will also learn how:

- Attorney well-being serves as a foundation for ethical representation
- Exposure to trauma can adversely affect legal practitioners
- Improving rapport with traumatized clients can lead to better results
- Strategies to avoid re-traumatizing clients



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CLE Course Description

60 minutes

1 hour of CLE Ethics Credit

How to Take Charge of Technology - Ethically and Mindfully

Do you control your digital life or does it control you? Whether texting, emailing, posting on social media, or browsing the Web, many people are at the mercy of their digital devices. Indeed, Internet addiction is on the rise and is linked to mental health concerns like depression and anxiety. In 2019, the average American checked their phone 96 times a day. By the end of 2021, that figure skyrocketed to 344 times a day—a 3.5 times increase since the start of the pandemic. Those suffering from severe internet addiction are 8 times more likely to be depressed, 9 times more likely to have anxiety, and 14 times more likely to experience both of these mental health concerns.

Join attorneys Becky Howlett and Cindy Sharp as they present strategies designed to help attorneys manage and even unplug from the digital world - ethically and mindfully.

In this timely program, we will explore:

- Dangers of digital addiction on mental health and well-being
- Ethical ramifications of mismanaged use of technology, including relevant Model Rules of Professional Conduct
- Suggestions for creating an organizational digital policy
- Specific steps to mindfully disconnect from the digital world



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CLE Course Description

60 minutes

1 hour of CLE Ethics Credit

ChatGPT in the Legal Field: Benefits, Pitfalls, & Ethical Considerations

Join Attorneys Cynthia Sharp and Rebecca Howlett in this cutting-edge CLE course exploring the benefits, pitfalls and potential ethical considerations as you incorporate ChatGPT into your legal practice. Through real-life examples, we will examine how ChatGPT can enhance legal research, drafting, client communication and even marketing. Don't miss out on this opportunity to gain valuable insights into the world of Artificial Intelligence (AI) and the law. The presenters provide tips on how to comply with the Model Rules of Professional Conduct while integrating ChatGPT into their daily practice lives. Our discussion will include details about MRPC 1.1, 1.3, 1.6 and 5.3 and their relevance in the AI context.

Mindfully leveraging technology such as ChatGPT can help promote attorney wellbeing by providing lawyers with an effective means to help reduce workload and stress. For example, ChatGPT can help streamline workflow and communication processes, which can have far-reaching positive effects on reducing the anxiety of uncertainty and managing client expectations. Ultimately, harnessing Artificial Intelligence (AI) tools like ChatGPT lends itself to more balanced work-life integration, including more time for self-care, family, and friends.

Learning objectives include:

- Understand the capabilities of ChatGPT and how it can be used in the legal setting to enhance efficiency.
- Identify the benefits and pitfalls of using ChatGPT in legal practice.
- Discussion of issues related to bias, accuracy, and confidentiality when using ChatGPT.
- Understand the ethical considerations that arise when using ChatGPT with references to relevant Rules of Professional Conduct.

BIOGRAPHIES

Cynthia Sharp, Esq.
Rebecca Howlett, Esq.



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Veteran attorney Cynthia Sharp (CEO of The Sharper Lawyer) works with motivated lawyers seeking to generate additional revenue for their law firms. She practiced law from 1982 - 2009 and then embarked on a professional speaking and writing career. Ever since, she has served solo and small firm attorneys throughout North America. In the spring of 2020, she co-founded legalburnout.com, dedicated to helping legal professionals succeed by applying mindfulness principles to all areas of their lives.

Cindy, author of [The Lawyer's Guide to Financial Planning](#) published by ABA Solo, Small Firm and General Practice Division, is also a Contributor to the Division's books [How to Capture and Keep Clients: Marketing Strategies for Lawyers](#) as well as [Effectively Staffing Your Law Firm](#). As Director of Client Services for [The Legal Burnout Solution](#), Cynthia has helped lead over 3500 attorneys in live meditations.

She has delivered close to 240 live presentations over the past 35 years on behalf of the American Bar Association, 20 state bar associations, Million Dollar Round Table, Professional Services Marketing Association, and numerous legal, financial and professional groups, as well as private seminars for her law firm clients.

Cindy served as Business Development columnist on behalf of the ABA GP Solo eReport, Social Media Strategist for GP Solo and has served as a regular guest contributor to ALM's publication [Marketing the Law Firm](#). In addition, she has written well over 120 articles over the past 30 years that have been published in various journals throughout the country.

During 2017/18, Cindy held positions on the GP Solo and eReport Boards of the ABA Solo, Small Firm & General Practice Division, having previously served as Chair of the Publications Board of the Division and on the Division's Council. She completed her term as President of the Philadelphia Chapter of the National Speakers Association in June of 2015 and served as Dean of the Speaker Academy the subsequent year. Sharp has also been an active member in the Association of Continuing Legal Education (ACLEA).

Cindy was named Trainer of the Year by the American Bar Association Solo, Small Firm and General Practice Division, a national award presented in New York City on May 3, 2019.

Cindy lives in Philadelphia with her husband, Mark H. Gallant and their dog Rocky and cat Jackson. She practices yoga, enjoys the arts and loves to bake.



Rebecca Howlett (she/they) is an attorney, consultant, and legal educator. After graduating from KU Law *cum laude* with a Tribal Lawyers Certificate in 2014, Becky focused her career on Indian Country advocacy, developing an expertise in federal Indian law and policy. Becky's experience emphasizes relationship building, interdisciplinary collaboration, and program development, including delivering educational seminars and trainings re: cultural competency, implicit bias, and attorney well-being.

Becky's attorney-wellness advocacy began after struggling with depression, anxiety, and burnout as a law student and practicing attorney. In the spring of 2020, she co-founded legalburnout.com to help legal advocates effectively manage stress, cultivate healthy work environments, and prevent burnout. As Director of Attorney Well-Being, Becky has led live meditations for over 3,500 attorneys in the United States and Canada.

Becky received her Contemplative Practice Teacher certification from the Nature Center for Meditation in September 2020 after completing 550 hours of study and training. Becky is formally certified to teach a variety of contemplative practices, including mindfulness meditation, breathwork, and many other evidence-based tools and techniques.

Becky lives in Kansas City where she loves singing, spending time in nature and playing with her two Siamese cats, Phineas and Casper. She identifies as queer and non-binary.

Rebecca Howlett, J.D., C.P.T.
Attorney and Contemplative Practices Teacher

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