

Rooted and Rising: Leading with Purpose in Times of Change

California Minority Counsel Program

2026 Women of CMCP Summit

Date and Time: Tuesday, April 21, 2026, 2:15 pm - 3:45 pm

Title: Session A Rooted and Rising: Leading with Purpose in Times of Change

Description: As workplace cultures, expectations, and language continue to evolve, many professionals are navigating a quiet but profound question: *How do I remain true to who I am and what I stand for while still advancing, leading, and making an impact?*

This powerful conversation creates space for Women of CMCP to explore how to stay grounded in purpose and identity during periods of organizational and societal change. Drawing on real-world leadership experiences and research on emotional, mental, and social resilience, panelists will share how they sustain clarity, courage, and effectiveness—even when the environment around them is shifting.

Moderator: Bonnie Lau (Wilson Sonsini)

Panelists:

- Krystal Bowen (Uber)
- Michele Davenport (Mosaic Consulting)
- Beatriz Mejia (Cooley)

CA MCLE: 1.0 HR in General Credit and .50 HR in Wellness Competence

OUTLINE:

- What does 'remaining rooted so you can rise' mean to you personally?
- When things feel uncertain or shifting, what does it actually mean to lead with purpose in today's legal environment?
 - What does 'leading with purpose' look like in practice—not theory—in your current role?
- How do you translate (or find commonality between) your personal values into org/team norms or organizational influence?
 - How do you decide where to invest your influence—and where to let go?
- Can you share a moment when your values were tested in a professional setting? How did you respond?
 - Where do you see tension between authenticity and advancement?

- Is there anything you've had to unlearn about leadership to stay aligned with your values? How did you do that?
 - What patterns do you see in high-performing women when they feel misaligned—and how can they course-correct early?
 - How has your definition of resilience evolved over the course of your career?
 - How do you protect your time, energy, and attention without stepping back from opportunity?
 - Where do you draw boundaries—and how do you communicate them effectively in high-stakes environments? Would love examples/stories of how you've drawn boundaries.
 - How do you support your teams when they are experiencing uncertainty or change differently than you are?
 - What does it look like to lead inclusively when there are competing perspectives or discomfort in the room? Would love stories/examples of this!
 - What strategies help you stay grounded when expectations, language, or norms are shifting quickly?
 - What is one small, repeatable practice that helps you maintain clarity or reset during demanding or challenging periods?
 - What advice would you give to women of CMCP trying to create impact without overextending themselves?
 - What is one thing you want this audience to carry with them as they navigate their next season of leadership?
 - One phrase or mindset shift that has changed how you lead?
-

Recommended Resources and Citations

Leadership & Culture Transformation

- [What Is Authentic Leadership, and Why Does It Matter?](#) (September 7, 2025 - Center for Creative Leadership) - *A helpful overview of what authentic leadership looks like in practice and how values show up in day-to-day work.*
- [Why Women Hold the Key to Authentic Leadership](#) (March 10, 2024 - Forbes) - *Offers perspective on how strengths like empathy and collaboration shape leadership and impact.*
- [How to Lead When the Conditions for Success Suddenly Disappear](#) (October 13, 2025 - Harvard Business Review) - *Shares practical ways to navigate uncertainty and continue leading when things feel unclear.*

- [Five Bold Moves to Quickly Transform Your Organization's Culture](#) (May 17, 2024 - McKinsey & Company) - *Highlights practical ways leaders can shape culture through everyday actions and behaviors.*

Toolkits & Practical Strategies

- [Dare to Lead](#) (Brene Brown) – [Values List](#) & [Exercise](#) - *A tool to identify your core values and reflect on how they show up in your work.*
- [Resilience: Build Skills to Endure Hardship](#) (December 23, 2023 - Mayo Clinic) - *Offers ideas for building resilience and sustaining yourself over time.*
- [Circles of Control, Influence & Concern](#) (June 1, 2023 - Positive Psychology) - *A framework to think about where to focus your time and energy, especially during periods of change.*
- [Wellness Strategies for Mental Health Issues Among Attorneys and Legal Professionals](#) (California Lawyers Association) - *Highlights practical strategies attorneys can use to manage stress, build resilience, and support mental well-being in a high-pressure profession.*
- [Well-being Toolkit for In-house Lawyers, Second Edition](#) (May 29, 2025 - Association of Corporate Counsel) - *Practical strategies to prioritize your well-being, the resilience of your team, and your long-term career success.*

The following publications and data sources were referenced or recommended for continuing study on leadership, wellness, and inclusive practice in the legal profession.

Suggested Citation for Program Materials

“Rooted and Rising: Leading with Purpose in Times of Change,” 2026 Women of CMCP Summit, California Minority Counsel Program (April 21, 2026). Based on research and discussion drawing from [resources as listed above].