



**Karen M. Lockwood, Esq.**  
**Founder and CEO**  
**The Lockwood Group, LLC**

An experienced AV-rated trial lawyer, Karen M. Lockwood founded The Lockwood Group in 2009 to help the profession mature in advancing diversity. Using her experience as a law partner for 24 years, with 31 years at the bar, she helps firms with strategy, design, and communication initiatives to advance business while leveraging diverse talent. She teaches, creates workshops, conducts research, develops strategies, and facilitates examination of goals, stumbling blocks, and solutions.

Ms. Lockwood brings insights and experience from having served corporate and individual clients, first-chaired jury and bench trials, argued federal appeals, and created imaginative diversity solutions in her law practice. Her practice specialties included construction litigation, commercial disputes involving all types of contracts and complexity of parties, large disaster cases, antitrust, trademark and copyright, and ADR. These matters required not only strategy, courtroom examination, and argument, but also expert work on many technical, financial, and legal topics, and complex litigation management. She also has extensive negotiation experience, including construction, contracts, commercial, and software development agreements, joint ventures, and other deals. Ms. Lockwood has represented clients *pro bono* in trials and federal appeals throughout her career.

She is a law practitioner who understands partnership structure and business, lawyer needs and development, individual ambition and dedication, and the larger practice setting.



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## Background

### Education

The Washington College of Law, American University, JD *cum laude* 1978

The Outstanding Graduate Award 1978

Senior Articles Editor, American University Law Review 1977-78

Dean's Research Fellow, Prof. C. Thomas Dienes (Constitutional Rights, Civil Liberties) 1977-78

Dean's Teaching Fellow, Legal Methods Course 1976-77

Finalist, First Year Moot Court Oral Competition 1976

The College of Wooster, Wooster, Ohio, BA *cum laude* 1972 (sociology, math minor)

Galpin Prize 1972 (faculty awards to the outstanding female and male graduate)

Campus Council elected member 1971-72 (top governing body of 4 students, 4 faculty, 4 administration)

Resident Advisor, freshman women's dormitory 1970-71

Urban Studies field term, San Diego Neighborhood House & San Diego Welfare Department (winter quarter 1970)

### Speaking

Frequent speaker and lecturer to audiences of attorneys, statewide bar associations, and students on subjects relating to the improvement of the legal profession, and the skills of navigating careers as lawyers. Moderator of dialogues at conferences, workshops, and bar groups to enable difficult conversations and find solutions to issues in law practice.

### Awards and Honors

The Annice Wagner Pioneer Award, Bar Association of the District of Columbia (2009)

The Women's Bar Association Stars of the Bar Recognition (2007)

The Women in the Law Leadership Award, American University Washington College of Law (2006)

The Woman To Watch Award, American University Washington College of Law (2004)

Outstanding Graduate Award, American University Washington College of Law (JD 1978)

Galpin Prize (outstanding graduate) (The College of Wooster BA 1972)

### Law Practice

Howrey LLP, Washington DC, Trial Partner (2000 – 2009)

Collier, Shannon, Rill & Scott, Washington, DC, Trial Partner (1990 – 2000)

Wickens, Koches & Cale, Washington, DC, Founding Partner (1986 – 1990)

Surrey & Morse, Washington DC, Senior Associate through the firm's final year (1984 – 1986)

Hogan & Hartson, Washington DC, Associate (1978 – 1984)

### Bar Admissions

District of Columbia, 1978 - present

Admitted to practice before:

United States Supreme Court

United States Courts of Appeals for the First, Second, Third, Fourth, Fifth, Sixth, Ninth, Eleventh, District of Columbia, and Federal Circuits  
United States District Courts for DC and Maryland  
Federal Court of Claims  
United States Court of International Trade  
District of Columbia Court of Appeals  
District of Columbia Superior Court

### **Arbitration**

Arbitrator, American Arbitration Association Commercial Panel (2004 - present)  
Counsel to parties, numerous private arbitrations over a 20-year period  
Advisor on the arbitration process to Arbitrator James F. Rill, Float Glass License Arbitration between Pilkington PLC and PPG (mid-1900s) (first large private international antitrust arbitration under US law, compelled following Supreme Court's landmark decision that treble damage antitrust claims are arbitrable) (panel comprised Chairman Martin Hunter, Mr. Rill, and retired Chief Judge Leon Higgenbotham).

### **Teaching**

Adjunct Associate Professor of Law, American University Washington College of Law (ADR) (2011- )  
Program Director, NITA's Georgetown Law Program of Intensive Trial Skills (2004 - present)  
Program Director, NITA's pro bono trial skills program for Equal Justice Works (2009-10)  
Faculty in numerous NITA programs, including NITA Intensive Trial Skills Program, NITA Deposition Programs (public and private), and NITA private programs on other skills (1997 - present)  
American University Washington College of Law, Instructor, Legal Methods (1980-81, 1982-83)  
Consultant, Project on Attorney Retention (PAR) (2009 - present)

### **Publications and Scholarly Works**

Comment, Regulating Land Use While Taxing Tenants and Homeowners Equitably: An Alternative to the Real Property Tax System, 27 AM. U.L. REV. 288 (Winter 1978), *found at* <http://www.wcl.american.edu/journal/lawrev/27/mccleary.pdf>, *reprinted in* 10 LAND USE AND ENVIRONMENTAL LAW REVIEW 599 (1979) (last visited Nov. 29, 2010)  
Co-Author, The Untapped Potential of ADR in the Construction Industry, 42 FED. LAWYER 32 (June 1995)  
Author, Where the Spider Resides: Internet-Based Jurisdiction, LEGAL TIMES SUPPLEMENT (June 2001)  
Co-Author and Originator, *Creating Pathways To Success* (Women's Bar Association of DC, May 2006), *found at* [http://wba.timberlakepublishing.com/files/Advocacy%20&%20Endorsements%20Files/Initiative%20Reports/Creating\\_Pathways\\_to\\_Success-May\\_2006.PDF](http://wba.timberlakepublishing.com/files/Advocacy%20&%20Endorsements%20Files/Initiative%20Reports/Creating_Pathways_to_Success-May_2006.PDF) (last visited Nov. 29, 2010)  
Contributor, Implementing Women's Initiatives in the Modern Law Firm (Case Study), Ark Group Publishers in association with MANAGING PARTNER MAGAZINE (August, 2007)



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### **Bar Organization Activities**

Delegate, ABA House of Delegates representing DC Bar (2008-2012)  
President, Women's Bar Association of the District of Columbia, creating the ground-breaking  
*WBA Initiative on Advancement and Retention of Women in the Profession* (2005-06)  
Liaison, ABA Commission on Women in the Profession (2009-present)  
Board, National Conference of Women's Bar Associations (2008--present)  
Editorial Board, ABA Commission on Women's *Perspective* Magazine (2009-present)  
Membership Chair, Woman Advocate Committee, Section of Litigation (2004-05)  
Moderator, General Counsel Forum at Corporate Counsel Committee Annual, Section of  
Litigation (2003)  
Board, Litigation Section Chair, Annual Dinner Chair, Women's Bar Association of DC (2001-  
2006)  
Board, Development Committee Chair, Women's Bar Association Foundation (2006-present)

### **Community Service**

The Washington College of Law, American University (Annual Giving Chair, Dean's Advisory  
Council) (ongoing)  
St. Jude's Research Hospital for Children, Committee For DC Gourmet Gala Fundraiser (2007-  
08)  
The College of Wooster Alumni Board (1990-93)

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### **The Lockwood Group Business, Diversity, Leadership**

The Lockwood Group works with your partners when you want to intersect  
business, diversity, and leadership for immediate gains.

We bring you knowledge and tools as you crack the code of firm business systems and  
structures to better attract, incorporate, cultivate, and advance the talents of all professionals  
in the organization -- those impacted by their diversity, and those not -- effectively.

This business-practices approach cuts across the core values of diversity, creativity, client  
responsiveness, client value, billing practices, and evolving business models.

Our approach wraps all stakeholder groups into the partners' discussion of innovative ways to  
distinguish your brand, to pursue your core value of diversity, and to leverage your diverse  
talent to strengthen client relationships.

We help when diversity is your focus and improving business is your agenda.

February 9, 2011