

HEATHER DECKER, JD

PROFESSIONAL DEVELOPMENT EXPERIENCE

Productivity Coach

tcb coaching + consulting (owner), Milwaukie, OR, 2016-present

Coaching for Individuals

- Time Management and Productivity
- Delegation and Managing Others
- Professional Development Planning
- Business Development
- Billing and Collections Practices

Consulting for Employers and Organizations

- Individual & Small Group Coaching
- Retreat Program Planning & Facilitation

Practice Management Coach for lawyers in state bar discipline/diversion program,
August 2019-present

Director of Attorney Professional Development and Recruiting

Tonkon Torp LLP, Portland, OR, 2015-2016

- Coached lawyers, leaders and managers on communication, conflict resolution, time management, networking, leadership, transitions and productivity
- Conducted twice yearly Professional Development Meetings for 20 associates
- Assessed associate morale and retention efforts; coordinated Associate Reviews
- Responsible for recruiting, orientation and integration of law clerks and attorneys
- Responsible for in house law clerk and attorney training programs
- Assessed and re-designed firm mentoring programs
- Designed and implemented exit interviews of departing associates
- Designed and drafted department and job descriptions for myself and a Recruiting & Professional Development Coordinator
- Attended the April 2016 National Association for Law Placement Education Conference in Boston, MA, including 14 hours of Coach training (Coaching 101 & 201)

LAW PRACTICE EXPERIENCE

Of Counsel, **Ghandour Law LLC**, Portland, OR 2013-2015

Contract Attorney, Attorney at Law, Portland, OR 2001-2012

Associate Attorney, **Cosgrave Vergeer Kester LLP**, Portland, OR 1998-2000

Associate Attorney, **Seidl & Rizzo PC**, Portland, OR 1996-1998

EDUCATION

University of Oregon School of Law, J.D., 1996

University of Oregon, B.S. (Political Science/Business Administration), 1993

PROFESSIONAL AFFILIATIONS AND LEADERSHIP

International Coaching Federation - Oregon Chapter, Associate Member since 2022

Oregon State Bar, Active Pro Bono Member, Admitted 1996

- House of Delegates, Region 7 Delegate, 2017-present
- 2024 Well-Being Summit Planning Comm. and “Well-Being in the Workplace” Moderator
- 2019 Wellness Summit Planning Committee
- Solo & Small Firm Section, Executive Committee Member 2018; Secretary 2019
- Supervising Attorney of attorney on disciplinary probation, 2016-2018
- Quality of Life Committee, Chair/Secretary/Member, 2011-2014
- Diversity Champion, 2011 Convocation on Equality
- Fellow, 2009 Leadership College

Oregon Women Lawyers, member since 1996

- Board Member, 2024-present
- Clackamas Women Lawyers Co-Chair, 2024

Multnomah Bar Association, Member since 1996

- Solo & Small Firm Committee, Member, 2018-19
- Membership Committee (& Task Force), Chair/Member, 2014-2018
- Equality & Diversity Committee, Chair/Member, 2011-2014
- YLS Service to the Public Committee, Chair/Member, 2001-2004
- Award of Merit, Multnomah Bar Association, 2017
- Award of Merit, Multnomah Bar Association Young Lawyers Section, 2003

Oregon Minority Lawyers Association, member 2016-2024

University of Oregon School of Law

- Portland Graduate Advisor, Career Services Office, 2003-2004
- Alumni Association Board of Directors, President/VP/Sec/Member, 1997-2007
- Portland Mentoring Program, Co-Founder/Mentor, 1997-2000

Portland State University

- *Explore the Law* Program, Steering Committee Member/Mentor, 2012-2013
Provided opportunities and support for diverse pre-law undergraduate students

Oregon Attorney Assistance Program

- *Peace and Productivity for Lawyers Workshop*, Co-Creator & Facilitator, 2006-2007 & 2011-2012; Developed and facilitated 8-week wellness and stress management workshop for groups of 8-10 lawyers

Yogafit Certified Yoga Teacher, 2010-2016

PRESENTATIONS & ARTICLES

Well-Being in the Work Place - Moderator of 7 panelists

1.0 CLE for the Oregon State Bar Quality of Life Committee's 2024 Attorney Well-Being Summit on November 8, 2024

The Antidote to Perfectionism - Facilitator for Oregon Women Lawyers "OWLS On Line" state-wide networking and discussion program on October 10, 2024

Tips for Trauma Workers: How to mitigate vicarious trauma with self-management and conflict management - Panelist with Darcel Lobo (Attorney/Coach) & Mark Baumann (Attorney)
1.5 Hour CLE for the Washington State Bar Association Family Law Mid-Year Meeting & Conference on July 20, 2024

Healthy Striving vs. Perfectionism - Facilitator for Oregon Women Lawyers "OWLS On Line" state-wide networking and discussion program on April 11, 2024

What You Need to Know About Burnout: Recognizing the Signs, Reversing the Trend - Co-Presenter with Dan Crystal, PsyD (Director, Washington State Bar Association Member Wellness Program)
0.75 Hour CLE for the Washington State Bar Association Solo and Small Practice Section's Annual Conference on September 15, 2022

Recognizing and Addressing Lawyer Burnout - Co-Presenter with Bryan Welch, JD/CAC1 (Attorney Counselor, Oregon Attorney Assistance Program)
1.0 Hour CLE for the Multnomah Bar Association Solo & Small Firm Committee on April 27, 2022

Practicing Law with Invisible Disabilities - Co-Presenter with Bryan Welch, JD/CAC1 (Attorney Counselor, Oregon Attorney Assistance Program) and attorneys John Robb and Yael Livny
1.5 Hour Access to Justice CLE for the Multnomah Bar Association on June 10, 2021

Ask the Productivity Coach CLE series - Presenter
0.75 Hour accredited CLE presentations for lawyers and law firms via Zoom (2020-2021)

- Topics: Priorities, Profitability, Working from Home & Wellness

Lawyer Wellness Matters: Prioritizing Your Time for Work and Life - Presenter
1.5 Hour CLE presentation for the Washington State Bar Association on November 26, 2019

How to Work: Done not Drowning - Presenter
1 Hour CLE presentation for bar organizations and law firms, 2019

It's About Time: Time Management for Work and Life - Presenter

- 1 Hour CLE for bar organizations and law firms, 2018-19
- 3 hour program for the Portland Underground Grad School on June 13, 2018

Solo & Small Firm UNconference - Co-Creator & Facilitator
3 Hour CLE for the Multnomah Bar Association Solo & Small Firm Committee, May 30, 2019

Managing Small Firm Growth - Panelist
1 Hour CLE for the Multnomah Bar Association Solo & Small Firm Committee, December 4, 2018

Committee Chairs Training: Running Effective Meetings - Presenter
Multnomah Bar Association, Committee Chairs Training, September 10, 2018

The Coaching Mindset - Co-Presenter
Multnomah Bar Association, 1.5 hour CLE, May 11, 2018

Lawyers in Transition (Monthly Meeting) - Presenter
Oregon Attorney Assistance Program, April 7, 2016

10 Minute Fix: Stress Reduction Techniques for Lawyers/Law Students - Planner & Presenter
Oregon State Bar Quality of Life Committee Presentation

- ABA Young Lawyers Division Fall Conference, October 10, 2014
- Willamette University College of Law, October 16, 2013
- Multnomah Bar Association Young Lawyers Section, May 16, 2013

Restorative Relaxation and Vinyasa Yoga - Presenter
Oregon Attorney Assistance Program Women's Retreat, April 27-28, 2012

Transitions: Challenge or Opportunity? - Planner and Moderator
Oregon State Bar Quality of Life Committee CLE, February 24, 2012

Practical Contract Lawyering - Panelist
Professional Liability Fund CLE, May 2008

Relax and Be More Productive, *In Sight*, September 2006, pp. 6-7

Changing Courses: How to Successfully Transition to a New Area of Law - Panelist Multnomah Bar Association Young Lawyers Section CLE, April 2004

Contract Lawyering - Panelist
Lewis & Clark Law School Presentation, March 2007

Balancing Family and the Law - Panelist
Lewis & Clark Law School Presentation, April 2006

Finding a New Niche, *In Sight*, December 2003, pp. 4-5