Alicia S. Kappers

Professional Development and Integration Director

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Alicia oversees all aspects of training, mentoring and career development for the attorneys across the firm's nine-state footprint. In 2011, the firm introduced a well-defined competency model, which aligns the recruiting, evaluation, and advancement processes. Alicia uses the competencies to guide the firm's training efforts to support the development and progression of the individual careers of our attorneys. She works with Department Chairs and Practice Group Leaders to implement training to grow the practice specific skills of the attorneys and support department initiatives. Thoughtful development of our attorneys is essential to our mission of providing superior legal services. We want our associates to excel and take on new challenges quickly, and we offer all of the support necessary to do so.

Prior to joining the firm, Alicia held various roles in Professional Development and Talent Training and Development at an international, Am Law 20 firm in Boston, Massachusetts. With a strong background and education in organization development, coupled with professional development experience in the legal industry, she is able to help attorneys develop, and thrive in their careers.

Other Info About Alicia

Education

Bowling Green State University, Master of Organization Development

Denison University, B.A., Psychology, Certificate of Organizational Studies

Recognition

2015 Forty Under 40 Award

2015 FBT Diversity and Inclusion award

2013 YWCA Rising Star Award

2007 WilmerHale's Youth and Education Initiative – Volunteer Award (Boston, Massachusetts)

Professional Affiliations

Professional Development Consortium (PDC)

Cincinnati Bar Association

Civic Activities

RefugeeConnect, board member

Immigrant and Refugee Law Center, board member and secretary

Denison Alumni Recruiting Team volunteer

Denison Alumni interviewer

2012 World Choir Games, volunteer

Junior League of Cincinnati, member

American Heart Association, Open Your Heart Committee

Refugee Resettlement Project, JLC, ambassadors team leader and past co-chair

Cincinnati Parks, Ambassador's Council, co-chair Advocacy Subcommittee

Firm Committees

Associate Personnel Committee, *ex-officio* Member

Inclusion, Diversity, Equity & Belonging Committee, former Member

Women's Initiative Committee, former Member

UNITE Committee, former Member

Presentations

Women's Fund Corporate Mastermind Group: The Task Force, Sample Elements in a Leadership Program, and Legal Implications

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