



## SANG J. LEE

**VOLTA** Talent Strategies | *Owner, Growth + Strategy Officer* | **Thine** Solutions | *Co-Founder, CEO*

Sang brings more than two decades of experience in law practice, recruitment, training, coaching, and organizational development to her work at Volta Talent Strategies (Volta) and Thine Solutions (Thine). She is a go-to advisor on every aspect of legal talent management for AmLaw 200 firms and other sophisticated legal-sector employers.

Sang began her career as a judicial clerk on the Court of Appeals for the District of Columbia, and was a corporate lawyer before becoming a recruiter in 1998. In 2004, Sang launched her first business, SJL Attorney Search, and oversaw its emergence as one of New York's premiere recruiting companies before exiting the market in 2020. Her current businesses are focused on modern talent management strategies for the lawyer life cycle; in 2013, she acquired Shannon & Manch, the leading lawyer-development company in the country. After overseeing its successful reorganization, she rebranded the company, **VOLTA**, and launched award-winning verticals, including **Volta Coach Training**, the only ICF\*-accredited coach training academy for the legal industry. Her most recent venture, **Thine**, is a platform that advances fully inclusive and equitable lawyer hiring and development, via assessments for hiring, integration, technical skill reviews, leadership advancement, and 360s.

Sang speaks at law firm partner retreats, designs content and programming for bar committees, and is featured regularly at conferences run by industry organizations such as the National Association for Law Placement (NALP), the Professional Development Consortium (PDC) and the Professional Development Institute (PDI). Sang's expertise spans a wide range of topics pertaining to legal practice and talent management, including personal branding, employee growth and retention, lawyer recruitment and integration, leadership competencies, and industry culture. Her book, *"Owning the Awkward: Talent Management Strategies that Actually Work"* will be published in 2024.

Sang earned her BA from Brown University and her JD from Georgetown University Law Center. She completed coach training at New York University, is certified by the Behavioral Coaching Institute (BCI) as a master coach, and credentialed by the International Coaching Federation (\*ICF). She is certified to administer psychometric assessments, including the Myers-Briggs Type Indicator® (MBTI®), EQ-i 2.0, EQ 360, DiSC®, and the Modern Lawyer Competency Index™.

Sang has served on a number of non-profit boards, is currently a Trustee of Poly Prep Country Day School, and a member of the Parent Leadership Council at Haverford College. She was honored as a Woman of Distinction by the Girl Scouts of Greater New York in 2019, named to the Fastcase 50 in 2021, and recognized by Lawdragon as a Global Top 100 Leader in Legal Strategy and Consulting in 2021 and 2022. Sang serves on the inaugural Diversity Council of the Practising Law Institute (PLI).