



Laura T. O'Toole **Director of Learning and Talent Development**

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Laura O'Toole is Reinhart's Director of Learning and Talent Development. Committed to the professional and personal success of attorneys and staff, she directs the firmwide training and development processes and provides coaching and support so that our professionals are equipped to provide clients with the best possible counsel and other services.

Previously a small business owner, Laura leverages more than two decades of management experience and knowledge of business operations to bring an "owner mindset" to professional development and program planning. Before joining Reinhart, she managed administrative and operational functions at a national law firm.

Laura combines an analytical yet flexible method of integrating policies and practices, first gaining insights into the unique personalities, perspectives and environments involved, then collaborating with practice group leaders, partner mentors and business services directors to craft a custom approach. Her friendly demeanor complements her deep understanding of firm culture, traits that carry over to her program planning and when producing digestible, user-friendly content regarding firm policies and practices.

Outside of work, she enjoys fitness, hiking and traveling.

Education

- M.S., Colorado State University
- B.S., University of Wisconsin-Madison

Matters

- Orientation, On-boarding, and Off-boarding of all Firm members
- Firm policy drafting and updates
- Associate Training Program - weekly transitional sessions for first years and new laterals



- Reinhart Professional Pathways - substantive legal, business development and core skills for programming for all Firm members
- Accelerate - coaching for career and personal development
- Goalsetting and Business Plans planning and evaluation processes
- Professional Development and Advancement Committee – strategic support for elevation to shareholder
- Course Accreditation, CLE Tracking, Jurisdictional Admissions
- Succession and Retirement Support Processes
- Overall department management of budgets, supervising personnel, setting strategic initiatives, and tracking results, participating in Director meetings and activities, participation in core committees

Honors & Affiliations

Honors

- Award for Excellence, Newsletter-First Place, Association of Legal Administrators, 2010
- Award for Excellence, Membership Brochure-First Place, Association of Legal Administrators, 2009
- Award for Excellence, Best Feature Article, Association of Legal Administrators, 2008

Affiliations

- Professional Development Consortium (Member)
- National Association for Law Placement (Member)
- Association of Legal Administrators (Member)
- ACLEA (Member)

Presentations

- Greening for Dummies. O'Toole, LT. Class Action, Fall 2009 & [Association of Legal Administrators](#), Documents on Demand
- Multiple Locations: Multiple Profits or Multiple Headaches? O'Toole, LT. Class Action, Fall 2007 Issue & [Association of Legal Administrator](#), Documents on Demand