

THOUGHT LEADERSHIP

NEWS RELEASES

PUBLISHED: JULY 8, 2025

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Husch Blackwell Expands Its Unique HB In-House Program, Training Its Lawyers and Showcasing Firm Clients as Faculty

National law firm Husch Blackwell is launching the second year of HB In-House, a first-of-its-kind professional development program that prepares the firm's attorneys for future in-house legal roles while enhancing service to clients.

The program—featuring nearly two dozen firm clients as faculty—provides unparalleled insight into corporate legal roles, both to help those who want to make the move in-house and to educate firm attorneys on their clients' roles. Building on the momentum of the inaugural 2024 cohort, this year's program expands client engagement, enhances curriculum offerings, and deepens the firm's investment in career development.

“Entering the second year of HB In-House, we’re reinforcing what we’ve known from day one—this initiative is about more than education—it’s about partnership and helping shape the skillset of future in-house counsel,” said Joe Glynias, Husch Blackwell’s Chair and architect of the HB In-House program. “By listening to feedback—both internally and from our clients—we’ve elevated a program that empowers our attorneys and delivers even greater value to our clients. This year’s cohort and continued client engagement reflects the depth of that interest and our continued effort to providing world-class service to our clients while developing the best legal talent.”

HB In-House participants will spend approximately 30 hours spread across three and a half months gaining a unique understanding of in-house legal roles. This year’s cohort is comprised of 26 Husch Blackwell attorneys, including 10 partners, 2 senior counsel, 5 senior associates, 8 associates and 1

former Husch Blackwell attorney who is now in-house. The participants come from 10 of the firm's practice teams, 12 offices, and all six strategic business units.

In addition, 24 Husch Blackwell clients will serve as faculty, module discussion leaders, panelists, and advisors to oversee the curriculum, which focuses on the program's three components:

Education: Participants will learn about the roles and responsibilities of in-house attorneys, the structure of legal teams, and the differences between private practice and in-house legal work. This information will help them assess if an in-house position aligns with their career goals.

Training: The training series will cover six key focus areas through multiple learning platforms. The focus areas include understanding a company's business, financial acumen, risk management, legal operations, relationship building, and leading by influence. Participants will actively engage in learning these skills and applying them to real-world scenarios.

Coaching: During the course period, attorneys will have access to various coaching programs. These programs include external executive coaching, the opportunity to join a coaching cohort, and being paired with an in-house advisor to receive guidance and mentorship. Additionally, attorneys may be offered the chance to participate in a secondment, which will provide an immersive experience.

“We are constantly seeking disruptive ways law firms can be a multiplier for in-house teams,” said Megan Belcher, chief legal officer at Kohler and an HB In-House faculty member. “Through HB In-House, Husch Blackwell is cultivating law firm lawyers who have a deep understanding and connectivity to the nuances of in-house practice, as well as creating a strategic resource that in-house clients can tap into for industry insights, innovative business and risk management strategies, and high performing talent. That’s an incredibly exciting innovation, and I am proud to be a part of it.”

After receiving participant feedback from the 2024 cohort, enhancements to this year's program include the development and incorporation of an additional financial acumen course, the inclusion of in-house counsel faculty with varying levels of experience, the development of education e-learning courses to accompany module discussions, the addition of more coaching cohort discussions, and a shortened timeframe for completing e-learning courses.

The first year of HB In-House resulted in at least three Husch Blackwell attorneys moving to in-house roles, including companies such as Energizer and Leidos. One of last year's participants, Ryan Holland, is now in-house counsel at UL Solutions.

“My experience with HB In-House was incredibly valuable,” Holland said. “It offered a clear, practical perspective on the transition to in-house work, helping me better understand both the legal and

business dimensions of the role. The program reflects a genuine investment in attorney development, whether within the firm or beyond.”