

Q&A: Karla Pinckes

Business Contracts Manager, The Ken Blanchard Companies

After her son was born, Karla Pinckes started to look at a number of law firm positions within the San Diego legal community. Her husband encouraged her to look for other positions as well, including positions outside the traditional law firm environment; he suggested she focus on in-house positions. The notion of working in-house was a new concept for Karla. After signing up with Monster.com, she saw a position at The Ken Blanchard Companies (also known as Blanchard). The transition from law firm to in-house was a big change, but one that Karla has found especially rewarding.



Karla Pinckes

What is something that drives you?

Meaningful, innovative and challenging work.

What is one of the biggest challenges you deal with as in-house counsel?

Balancing the interests of internal and external stakeholders, as well as ensuring contract documentation memorializes deliverables that are achievable and profitable for the company.

How do you define outside counsel's role?

Providing timely information that addresses the legal issue while also taking into consideration the business objectives.

What advice do you have for young lawyers who are interested in working in-house?

Identify the businesses in the marketplace that are evolving and will be around in the future. Become knowledgeable in that business. Get to know people in that industry. Authentically leverage those relationships to create opportunities for yourself. 🚀

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Life Notes

Number of years in practice: 9

Undergraduate: Loyola Marymount, Los Angeles, 1995 (Political Science)

Law school: California Western School of Law, 2001

Business school: University of San Diego, 2010 (Masters of Science in Executive Leadership)

Favorite quote: "For of those to whom much is given, much is required." — John F. Kennedy (1961)

Favorite book: *Lean In* by Sheryl Sandberg

Hobbies: Jogging, soccer (women's Monday night league), skiing, golf and travel

Quick Facts

- **The Ken Blanchard Companies** was founded in 1979
- **Employees:** Approximately 315
- **Legal department:** Contracts Department – 1 attorney, 2 support staff; Office of Intellectual Property – 1 senior executive, 1 support staff

The Ken Blanchard Companies is a family-owned company, founded by Drs. Ken and Marjorie Blanchard and headquartered in Escondido, Calif. It has branch offices in the United Kingdom, Singapore and France (pending), and a wholly-owned subsidiary in Canada.

Blanchard is a global leader in workplace learning, productivity, performance and leadership effectiveness solutions. Through the expert guidance of its worldwide consulting network, Blanchard offers include individual, team and organizational leadership development solutions intended to drive performance and productivity improvements in the workplace.