



Kristine McKinney

Chief Operating Officer
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Overview

Kristine McKinney provides strategic leadership for the firm's operations across 14 offices in the U.S., Europe, and China. A 20-year veteran of the legal industry, Kristine is known for driving organizational transformation while building a culture that inspires people at all levels of the firm, providing world-class client service and enhancing efficiency and innovation.

Prior to becoming chief operating officer, Kristine served as the firm's first chief legal talent & inclusion officer, a role in which she led the Professional Development, Legal Recruiting, Diversity & Inclusion, and Pro Bono teams. During her five-year tenure, Fish & Richardson was selected as a Best Law Firm for Women for four consecutive years, elevated its most diverse class of principals ever, was recognized as a Best Place to Work for LGBTQ Equality, and earned the Mansfield Certified Designation from Diversity Lab, among many other notable accomplishments.

Previously, Kristine was in management roles at Faegre Baker Daniels and Kirkland & Ellis. Kristine is a sought-after speaker and author on topics related to organizational effectiveness, change management, diversity, and leadership development.

Recognitions & awards

Diversity Leader

Profiles in Diversity Journal (PDJ) 2018

Professional associations

Strategic Coalition of Law Firms – Member (2020-Current)

Association of Legal Administrators, COO Roundtable – Member (2021-Current)

The Association of Law Firm Diversity Professionals — Diversity Summit Planning Committee (2012)

Chicago Committee on Minorities in Large Law Firms — Professional Development Committee (2008-2010)

Cabrini Green Legal Aid — Young Professionals Board (2008-2010)

Community involvement

▪ St Paul Academy Parents Association (2014-2018)

Insights

Webinar | January 23, 2024
Addressing Bias in the Legal Industry

News

Media Coverage | January 16, 2025
Chief Operating Officer Kristine McKinney on Leveraging Hybrid Work for Growth and Innovation
Managing IP

News | January 6, 2025
Celebrating Excellence: Fish & Richardson Elevates 18 New Principals

News | August 27, 2024
Fish & Richardson Welcomes Elham Dehbozorgi as Chief Legal Risk Officer

News | January 29, 2024
Fish & Richardson Welcomes Dana Gray as Chief Legal Talent & Inclusion Officer

News | January 2, 2024
Fish & Richardson Elevates 20 Attorneys to Principal

News | November 14, 2023
Fish & Richardson Receives Outstanding Workplace 2023 Award from People Insight

News | October 19, 2022
Fish & Richardson Receives Mansfield Rule 5.0 Certification Plus From Diversity Lab

News | October 27, 2021
Fish & Richardson Named to *Bloomberg Law's* Inaugural Diversity, Equity & Inclusion Framework

News | September 13, 2021
Fish & Richardson Receives Mansfield Rule 4.0 Certification Plus From Diversity Lab

News | July 13, 2021
Fish & Richardson Names Kristine McKinney Chief Operating Officer

News | January 28, 2021
Fish & Richardson Recognized as "Best Place to Work for LGBTQ Equality" by Human Rights Campaign's 2021 Corporate Equality Index

News | December 11, 2020
Fish's 2021 IL Diversity Fellowship Program Application Now Live

News | September 15, 2020
Fish & Richardson Earns Mansfield 3.0 Certified Designation from Diversity Lab

News | September 8, 2020
Fish & Richardson Named a 2020 "Best Law Firm for Women" by *Working Mother*

News | November 13, 2019
Fish & Richardson Honored for Innovations in Diversity and Inclusion

News | September 3, 2019
Fish & Richardson Earns Mansfield 2.0 Certified Plus Designation from Diversity Lab

News | July 16, 2019
Fish & Richardson Named a 2019 "Best Law Firm for Women" by Working Mother

News | August 21, 2018
Fish & Richardson Named a Mansfield Certified Plus Firm

News | July 31, 2018
Fish & Richardson Named a "Best Law Firm for Women" by Working Mother

News | November 29, 2017
Kristine McKinney Receives 2018 "Diversity Leader" Award

Media Coverage | July 25, 2017

Could An NFL Diversity Rule Be A BigLaw Game-Changer?

Law360

News | June 13, 2017

Fish Partners with Diversity Lab to Launch Innovative Pilot to Boost Diversity in Law Firm Leadership

News | November 9, 2016

Fish Hires Kristine McKinney as New Chief Professional Development Officer

Media Coverage | September 4, 2014

Principal Kristen McCallion Reflects on Finding Success in her Second Career

Profiles in Diversity

Additional insights

Publications

- "Using Data to Advance Diversity and Inclusion for the Long Haul," *Bloomberg Law* (November 2020)
- "Diverse Associate Retention: Partnerships That Work for Firms of All Sizes," *NALP Bulletin* (April 2016)
- "Motivating Lawyers to Move from Activity to Impact: The Intersection of Professional Development and Diversity," *Law Practice Today* (May 2013)

Speaking engagements

- "Critical Leadership Skills in Today's Rapidly Changing Environment," *NALP Annual Education Conference* (April 2021)
- "Raising Invisible Voices: Experiences of Native Women Big Law Lawyers," *NALP Annual Education Conference* (April 2021)
- "Take Charge of Change Before It Takes Charge of You," *NALP Professional Development Webinar* (October 2019)
- "The Business Case for Diversity – In-House Insights," *Minnesota CLE* (May 2019)
- "Generative Thinking Strategies for Legal Talent Development," *NALP Annual Education Conference* (April 2019)
- "Reimagining Recruiting: #NALPathon Update," *NALP Annual Education Conference* (April 2019)
- "Write your Own Ticket: Using Self-Evaluations to Propel Growth and Development," *Minnesota Women Lawyers* (2016)
- "Marketing Law Firm Diversity Outreach to Law Schools: 5 Ways to Minimize Cost and Maximize Visibility," *NALP Bulletin* (October 2009)
- "Utilizing Change Management Tools to Lead Up, Down and Across Your Organization," *NALP Annual Education Conference* (April 2016)
- "Integrated Associate Learning: A Cross-Firm Collaboration," *NALP Professional Development Institute* (December 2015)
- "Reinventing Work Life: Best-Practices from Leading Minnesota Companies," *Work/Life and Flexibility Expo* (September 2015)
- "Beyond Diversity: Creating a Culture of Inclusion in the Legal Workplace," *Minnesota CLE* (May 2015)
- "Fostering Successful Mentoring and Sponsor Relationships," *Minnesota Women Lawyers* (May 2015)
- "The First 90 Days: Enhancing the Onboarding and Integration of Diverse Lawyers," *NALP Annual Education Conference* (April 2015)
- "Change Management Strategies For Navigating the New Normal," *NALP Annual Education Conference* (April 2015)
- "Sponsorship as a Career Advancing Tool," *Twin Cities Diversity in Practice* (October 2014)
- "How Individual and Organizational Competencies Can Take Your Firm's Diversity & Inclusion Efforts to the Next Level," *NALP Professional Development Institute* (December 2013)
- "Communicating with Impact," *Collaborative Bar Leadership Academy* (June 2013)
- "Practical Tips for Advancing Diversity," *NALP Annual Education Conference* (April 2013)

- "Generation Why: How Gen Y Lawyers May Change How You Maintain A Business Development Culture At Your Firm Lex Mundi," *Regional Marketing Roundtable* (October 2012)
- "Academy for Leadership & Inclusion," *Minority Corporate Counsel Association/Center for Legal Inclusiveness* (July 2012)
- "Engaging Decision Makers in the Diversity Dialogue," *Association of Law Firm Diversity Professionals Annual Conference* (September 2011)
- "P.I.E.: A Paradigm for Career Development," *NALP Annual Education Conference* (April 2012)
- "Positive Partnering: Strengthening Diversity Ties Between Law Schools and Law Firms," *NALP Annual Education Conference* (April 2012)
- "Elimination of Bias: Creating a Culture of Inclusion," *Minnesota CLE* (June 2011)
- "The Power of Effective Facilitation," *NALP – Annual Education Conference* (April 2011)
- "Tools for Advancing Diversity and Inclusion on Legal Teams," *Center for Legal Inclusiveness* (March 2011)
- "How Has the Move Away From Lockstep Affected Diversity & Flexibility?" *Project for Attorney Retention* (March 2011)

Media mentions

- "[Beyond partnership: how firms help associates find other paths](#)," *Managing IP* (April 01, 2024)
 - "[Forum: Empowering Employees with Hybrid Work](#)," *Forum Magazine* (January 22, 2024)
 - "[Should US Law Firms Offer 20% Less Pay for 20% Less Work?](#)" *The American Lawyer* (January 22, 2024)
 - "[IP firms relaxed on flexibility but would prefer busy offices](#)," *Managing IP* (September 15, 2023)
 - "[Law Firms Need To Do More To Keep Business Execs Happy](#)," *Law360 Pulse* (September 20, 2022)
 - "[Exploiting the Great Resignation: How Firms Can Nab New Talent](#)," *Managing IP* (February 23, 2022)
 - "[Want to Make DEI Part of Your Firm Fabric? Hire a DEI Pro as COO](#)," *The American Lawyer* (July 23, 2021)
 - "[Firms Turn to Data in Evaluating Inclusion Efforts, Setting Diversity Goals](#)," *The American Lawyer* (October 17, 2020)
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Admissions

None

Education

M.S., Learning and Organizational Change, Northwestern University
 B.A., Communication Studies, University of Minnesota
