



**NALP 2011
Annual Education Conference**
April 27 - 30, 2011, Palm Springs, CA

Recruiting, Hiring and Making a Match

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1. What are the law students looking for in a law firm?



1. What are the law students looking for in a law firm?

- A sense of purpose, meaningful work, and receiving feedback and encouragement
- Geographic location
- Practice area
- Prestige of the firm
- People they like (based on who they interview with)
- Others from their law school



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2. What should the recruits want to know in order to make a rational choice between firms?

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2. What should the recruits want to know in order to make a rational choice between firms?

- Accurate depiction of the culture
- Attributes of those who succeed at the Firm
- Quantity of hours
- Quality of hours
- Assignment system
- Team construction and configuration
- Formal evaluation system
- Availability of feedback and mentoring
- Matriculation and promotion system



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3. How should firms measure the success of the “match” with their new recruits?

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3. How should firms measure the success of the “match” with their new recruits?

- Systemic strategic paradigm shift
 - Integration of key talent systems:
 - Recruiting
 - Professional development
 - Performance evaluation
 - Compensation evaluation
 - Matriculation decisions
 - Formal mentoring programs
 - Communication vehicles
 - Upward feedback
 - Leadership development requirements
 - Key metrics and performance indicators

Contact Information

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