

The banner features a blue background on the left with a white cloud icon. A white rounded rectangle contains the hashtag #NALPANNUAL in blue. The center text is white on a blue background, and the right side shows a white suspension bridge on a brown background with a white cloud icon.

#NALPANNUAL

ANNUAL EDUCATION
CONFERENCE
— April 18 – 22, 2017 —
SAN FRANCISCO, CA

Shine the Light

Transparent Programs and Initiatives for
Information Hungry Associates

Who we are

- **Sommer Bougie**, Manager of Professional Development, Faegre Baker Daniels LLP
- **Carrie English**, Chief Talent Officer, Husch Blackwell LLP
- **Dana Gray**, Director of Professional Development & Engagement, Faegre Baker Daniels LLP

FAEGRE BAKER DANIELS

- 755 Attorneys and Consultants
- 14 Offices / 13 Practice Groups
- Professional Development Department
 - PD Director
 - PD Managers
 - PD Coordinator
 - Four embedded Practice Group Managers
 - Four embedded Practice Group Coordinators
- 2012 Combination of Faegre & Benson and Baker & Daniels. Both firms had Midwestern roots dating back to the late 1800s. Combination encouraged a “third way.” Significant expansion on the coasts and in Chicago.

HUSCH BLACKWELL

- 700 attorneys
- 17 offices
- 6 strategic business units/17 practice specialty centers
- Chief Talent Officer
 - Director of Professional Development & Inclusion
 - Manager of Professional Development
 - Two CLE Coordinator
 - Professional Development Coordinator
 - Two Diversity Coordinators
- 2008 Combination of Husch& Eppenberger and Blackwell & Sanders. 2008 combination spurred additional combinations and acquisitions resulting in significant lawyer growth.

The Evolution of the Legal Landscape

- Historical law firm model
 - Baby Boomer leadership
 - Lock step
 - Billable hour expectations
 - No news is good news
 - Everyone is on the same path

The Evolution of the Legal Landscape

- Legal landscape shifts
 - Economic volatility
 - Client demands
 - Work-life balance expectations
 - More law firm mergers

Millennial Point of View



Poll



Transparency Triggers

- Mergers and Acquisitions
- Retention
- Career Paths
- Multiple Generations in the Workplace
- Undergraduate / Law school Debt
- Career Mobility
- Client Expectations

How PD can Lead Transparency

- Be a Resource for Information Sharing
- Provide Guidance to Leadership
- Eyes and Ears for Associates
- Setting Program Strategy
- Clear Documentation

Transparency in Practice

FAEGRE BAKER DANIELS

- Quarterly Meetings/Year-end compensation presentation
- What to expect when you make partner program
- Hours guidelines for investment time and Business Development
- Individual Development Plan for Senior Associates

Transparency in Practice

HUSCH BLACKWELL

- Associate Policies and Progression Program
- Path to Partner Lunch and Learn Series
- Husch Blackwell University Program
- **ne»tgen**

TMI?



Empower YOUR team with Information



Small Group Discussion

What is your firm/organization doing to encourage transparency?

How much transparency should be incorporated into your recruiting process (lateral and/or summer program)?

Where will you start/expand at your firm?

Contact Information

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