



BETTER
TOGETHER
MEILLEURS
ENSEMBLE



ANNUAL EDUCATION
CONFERENCE
MONTRÉAL, QUÉBEC
APRIL 28 – MAY 1, 2020

BETTER TOGETHER

As the conference planning team worked to put together the 2020 NALP Annual Education Conference, no decision came easier than selecting the conference theme. “Better Together” was a done deal almost immediately. After all, isn’t bringing people together truly the essence of NALP? As I have had the chance to reflect on our theme over the intervening months, I continue to be struck by how fabulous NALP togetherness really is. I wonder if they had any idea, almost 50 years ago, what an amazing and vibrant organization would result by bringing law schools and legal employers together?

Today, NALP is fueled by the power of the diversity of the membership and the resulting diversity of opinion, experience and knowledge that is in every room of a Conference. Our plenary speakers will echo this theme. Margaret Trudeau, a Canadian icon and respected mental health advocate and Haben Girma, an inspiring disability rights lawyer and activist, will share their incredible personal stories, reminding us of the richness and strength that inclusion brings. These extraordinary women are not to be missed!

This year’s conference will feature one hundred concurrent sessions, with supporting resources that will make their way to the NALP website. But this is truly just the tip of the iceberg. How many of us have had the opportunity to be the recipient of a suggestion, handout, book recommendation, program idea or advice, generously shared, saving us from having to reinvent the wheel? With many of us working as the only Career/Talent/Development professional in our organization, NALP conferences give us the invaluable opportunity to connect with others who do the same work, benefit from each other’s successes, learn from each other’s mistakes, recharge our batteries and revitalize our creative thinking. Quite simply, sharing conference time together sends us back to our organizations as smarter, happier, “better” professionals.

The Planning Team and our Canadian NALP members look forward to welcoming you to Montréal where we hope you will enjoy all that the city and the conference have to offer. Montréal is a flagship bilingual, multicultural city steeped in history where language and cultures come together to create a certain “je ne sais quoi.” We invite you to join us for excellent programming, a Canadian Sugar Shack breakfast and a killer view of the nighttime Montréal skyline when we celebrate NALP members at the Grand Quay. We are confident that experienced conference goers and newcomers alike will have the opportunity to connect with someone with whom they will be *Meilleurs Ensemble* going forward!

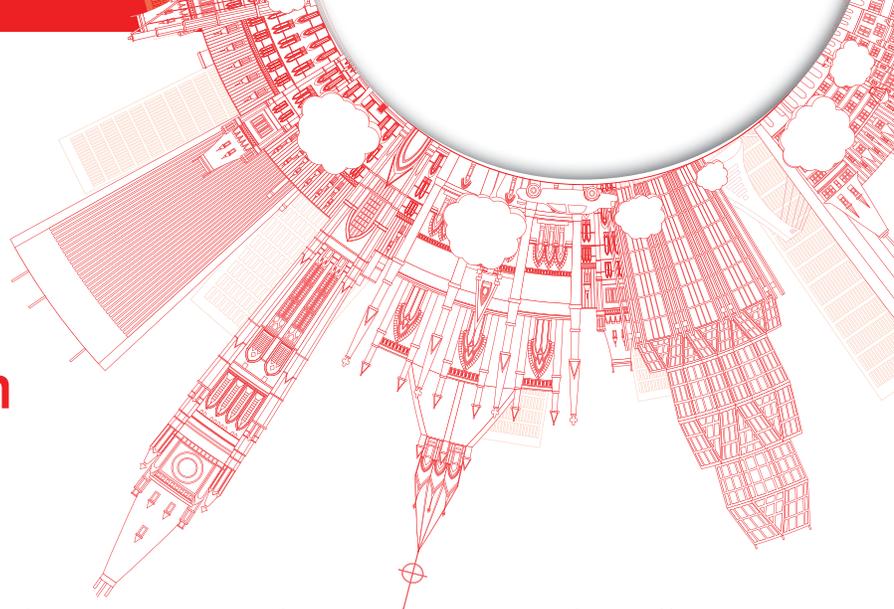
Lisa Blair



2020 NALP Annual Education Conference Chair
Borden Ladner Gervais LLP



NALP is Better Together/ Meilleurs Ensemble in Montreal!



The 2020 Annual Education Conference is the product of a year-long planning effort by a dedicated group of elected and appointed individuals who are committed to a conference with unlimited opportunities. This team listened to your feedback and has planned a conference with premier educational programming, networking and wellness activities, and many opportunities to gather with peers.

2020 ANNUAL CONFERENCE PLANNING COMMITTEE LEADERSHIP TEAM

Lisa Blair, Borden Ladner Gervais LLP (Chair)

Stacy Keehn, University of Ottawa Faculty of Law
(Vice Chair)

Amy Mattock, Georgetown University Law Center
(Vice Chair)

Jessica Sisco, Reed Smith LLP (Vice Chair)

CONFERENCE PLANNING COORDINATORS

Debbie Atlas, Ice Miller LLP

Rebecca Calman, Sullivan & Cromwell LLP

Courtney Dredde Carter, Jenner & Block LLP

Joe Christian, University of Tennessee College of Law

Liz Dunn, Drexel University Thomas R. Kline
School of Law

Sarah Eagen, Cleary Gottlieb Steen & Hamilton LLP

Korey Henson, Stetson University College of Law

Becky Ivanoff, University of Oregon School of Law

Madeleine Natale, University of Calgary Faculty of Law

Melanie Rowen, University of California,
Berkeley School of Law

Katherine Webb, Paul, Weiss, Rifkind, Wharton &
Garrison LLP

Anna Whitener, Dykema Gossett PLLC

Julie Girouard, Fasken (Local Host)

TRAVEL TIP

Get Your Passport Ready! For attendees coming from outside Canada, check the date on your passport and be sure that it is valid for 6 months beyond the dates of the conference.

Watch
for the 2020
Conference App
coming soon!

OPENING RECEPTION IN THE EXHIBIT HALL

All conference attendees are invited to the Grand Opening of the Exhibit Hall on **Tuesday, April 28 from 6:00 – 7:30 p.m.** to meet vendors and network with colleagues while enjoying light refreshments.



CONFERENCE RECORDINGS FREE TO ALL ATTENDEES

NALP conference attendees will have access to the MP3 audio files of all available conference sessions after the conference. Look for information about the free recordings in May.

FOUNDATIONAL COACHING SKILLS SERIES

We are proud to offer the NALP Foundational Coaching Skills Series. The first course is Coaching 101, which will be offered on **Monday, April 27**. The second course, Coaching 201, will be offered on **Tuesday, April 28**. Coaching 101, which was also offered at prior NALP conferences, is a prerequisite to Coaching 201. Space will be limited. Sign up early to learn more about how to use coaching skills in your job!

CONFERENCE NEWCOMERS HOST PROGRAM

Is this your first or second NALP conference? Would you like a conference host to help you navigate the conference? Sign up during registration to have a host. Experienced NALPers – sign up to be a host to a conference newcomer as well!

NALP IS SUPPORTING WE CHARITY



WE Charity is an international charity and educational partner. The organization is unique in that it operates collaborative programs both domestically and internationally. Our opening plenary speaker, Margaret Trudeau, is an ambassador for WE, and we are happy to support this international organization that is doing good works around the globe. Learn more at www.we.org

MANDATORY CLE CREDIT

The NALP Annual Education Conference is accredited in several mandatory continuing legal education (MCLE) jurisdictions for varying numbers of credit hours. Please note that some jurisdictions do not accredit courses on law practice management. There will be a \$100 fee for MCLE processing through NALP. We will apply for credit in roughly 20 jurisdictions. For more information contact jrichards@nalp.org

NEW THIS YEAR!



We will have a special event to celebrate Diversity and Inclusion on **Thursday, April 30 at 8:00 a.m.** We will start with a Sugar Shack Breakfast, a Canadian tradition featuring pancakes, eggs, bacon, maple syrup, and more. During breakfast, members of the Diversity and Inclusion Section and the Canadian Section will welcome attendees to the event and facilitate conversations centered around diversity issues. At **9:00 a.m.**, we will welcome Habem Girma to the stage to present our Diversity and Inclusion Plenary, titled "Difference as an Asset: How a Deafblind Woman Conquered Harvard Law." You will not want to miss this first-ever Diversity and Inclusion Breakfast and Plenary event!

NALP Meeting Policies

Open Meeting: NALP is committed to the free exchange of information and open meetings at its conferences, and we recognize that there may be differences of opinion during sessions. We rely on our members to respect each other and our invited guests and speakers, and to honor the conventions of civil discourse. Disrespect for any speaker will not be tolerated. NALP opens registration to non-members, including program speakers, vendors, and members of the press. NALP will have members-only business and regional meetings, as well as other forums, and retains the right to determine whether specific section meetings will be closed to non-members.

Antitrust Awareness: As members of a professional trade association, NALP members should always bring a heightened awareness of antitrust and anticompetitive risks and behaviors to professional gatherings. NALP's law school members compete with one another and NALP's employer members compete with one another. Accordingly, NALP's members should avoid entering any sort of agreement or understanding with competitors related to any aspect of competition. However, it is appropriate for NALP members to discuss information that is not competitively sensitive, such as industry trends, best practices, or general opportunities and challenges that arise in the legal careers profession.

No Solicitations: This conference is specially designed to be an open forum for NALP conference attendees. Solicitation is strictly prohibited unless you are an official conference sponsor or vendor. If you are interested in becoming a conference sponsor or vendor, please contact Jay Richards, Senior Director of Operations, Member Services, and Meetings, at jrichards@nalp.org or 202-835-1001.

Consent to Use of Photographic, Video, and/or Audio Materials: Registration and attendance at, or participation in, NALP meetings and other activities constitutes an agreement by the registrant to allow NALP to use and distribute (both now and in the future) the registrant or attendee's image or voice in photographs, video recordings, electronic and print reproductions, and audio recordings of such events and activities.

You will solidify relationships with colleagues from schools or employers with whom your organization seeks to develop stronger ties. With decreased travel budgets and a constantly changing environment, the opportunity to meet with representatives from numerous organizations all in one place becomes even more valuable.

Lawyers can take advantage of the conference as a cost-effective way to earn CLE.

ABOUT NALP



NALP is an association of over 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond. NALP believes in fairness, facts, and the power of a diverse community. We work every day to be the best career services, recruitment, and professional development organization in the world because we want the lawyers and law students we serve to have an ethical recruiting system, employment data they can trust, and expert advisers to guide and support them in every stage of their careers.

WHY ATTEND?

WHY SHOULD YOU ATTEND THE 2020 NALP ANNUAL EDUCATION CONFERENCE?

- The NALP Annual Education Conference is the largest, most comprehensive and well-respected educational program in our profession. The programming offered covers all areas of our profession from recruiting and career counseling to professional development, diversity and inclusion, and more.
- Specific sessions will target the current challenges members face in a changing legal environment, including issues in lateral hiring, counseling students, wellness, data collection, compressed summer programs, diversity and inclusion, lawyer and law student PD, and much more.
- You will have opportunities to network with representatives of peer institutions during the Resource Center Opening Reception, Regional Receptions, the Member Celebration, networking meals, targeted luncheon for public service, and more than a dozen meetings of NALP sections and groups.
- You will learn about innovative practices and ideas that you can implement upon your return to directly benefit your organization.
- The conference provides an opportunity to learn from consultants without having to pay consultant fees – over 30 consultants are participating as presenters.
- Trying to decide which service provider to go with on a new project? You will have time to consult with vendors and compare possible providers in the Resource Center.
- You will solidify relationships with colleagues from schools or employers with whom your organization seeks to develop stronger ties. With decreased travel budgets and a constantly changing environment, the opportunity to meet with representatives from numerous organizations all in one place becomes even more valuable.
- Lawyers can take advantage of the conference as a cost-effective way to earn CLE.



HOW TO REGISTER

Event registration is available online at www.nalp.org/montreal2020. The system allows you to review the full online conference brochure, register, and pay with a credit card or check. Once registered, a confirmation email will be sent to the email address specified in your registration.

CONFERENCE PRICING

Full Conference**	EARLY BIRD (by March 27*)		REGULAR (after March 27)	
	Member	Non-Member	Member	Non-Member
Schools, Private Employers, Government	\$850	\$1,675	\$925	\$1,825
Non-Members Employed at Member Institutions***	\$1125		\$1200	
Affiliate Members	\$850		\$925	
Public Interest Employers	\$650	\$875	\$700	\$925
One Day Registration**	Member	Non-Member		
Schools, Private Employers, Government	\$525	\$925	\$550	\$1,000
Affiliate Members	\$525		\$550	
Public Interest Employers	\$510	\$800	\$535	\$825

* To qualify for the early bird rate, your registration and full payment (by check or credit card) must be received in the NALP office by Friday, March 27, 2020. Registration at the regular rate is welcomed thereafter and on-site at the conference. When registering online, please remember to print your receipt. NALP does not invoice for conference registration fees.

** Full conference registration includes all events and meals described in the program. One-day registration includes events and meals ONLY for the one day that you are registered.

*** Non-members employed at member institutions applies to those attendees who are not themselves NALP members but are employed by a NALP member institution. You can join NALP as an individual associate member for \$215, entitling you to the member rate of \$850 (plus all NALP benefits) for a savings of \$60.

CANCELLATION POLICY

Your registration fee will be refunded per the schedule below, less a \$100 processing fee, if a request is received in writing by the refund dates listed:

Full refund for cancellations received by March 27 (minus processing fee).

75% refund for cancellations received March 28-April 3.

50% refund for cancellations received April 4-10.

No refunds after April 10.

There will be no refunds for Coaching 101 or 201 after April 10.



LOCATION & LOGISTICS

MEETING LOCATION

Palais de congrès de Montréal (Montréal Convention Center)
159, Rue Saint Antoine West
Montreal, QB H2Z 1H2
Canada

HOTELS

Le Centre Sheraton Montreal Hotel:

1201 René-Lévesque Blvd W, Montreal, Quebec H3B 2L7 (room rate CAD\$255*)

Le Westin Montreal:

270 Saint Antoine West Montreal, QC H2Y 0A2 (room rate CAD\$255*)

Embassy Suites by Hilton Montreal:

208 Saint Antoine West Montreal, QC H2Y 0A2 (room rate CAD\$208*)

*19% tax per room, per night will be added.

Hotel Reservation Procedure

The conference location is the Palais de congrès de Montréal. After completing your conference registration, the confirmation page will link to the three hotels listed above. You will click the link to your desired hotel. A deposit equal to one night's stay, paid directly to the hotel, is required to hold each guest's reservation. The deposit will serve to confirm the reservation for the dates indicated. All deposits will be charged at the time the reservation is made. The special hotel rate listed above will be available until NALP's room block fills up or until the deadline of Friday, April 3, 2020 — whichever comes first.

Hotel Cancellation

Hotel room cancellations must be made 72 hours prior to the arrival date or a charge equal to the first night's room and tax will be incurred.

TRAVEL

For your convenience, Professional Service Firm Travel, LLC (PSFT) will serve as the official event travel service for this conference. PSFT will research the most economical route, airline, and flight times to help get you the lowest possible fare. PSFT has special contract airfares that are available to attendees of this meeting. They also have car rental discounts available through many of the leading car rental companies.

Professional Service Firm Travel, LLC

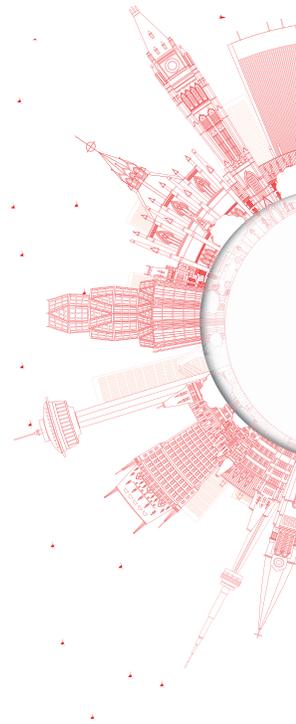
Phone: 212-592-1370 or 1-888-773-8728

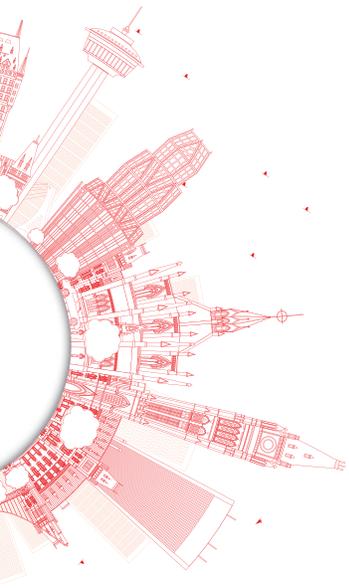
Fax: 212-532-5776

Website: www.psftravel.com

Email: lmelendez@psftravel.com (Lisette) or jduberry@psftravel.com (Jackie)

PSFT reservation hours are Monday through Friday, 8:30 a.m. – 6:00 p.m. Eastern Time. Make your reservations by calling or emailing Jackie or Lisette (please identify yourself as attending a NALP conference). A \$35 transaction fee will be applied to all tickets purchased.





PROGRAM **SCHEDULE**

MONDAY, **APRIL 27**

8:30 AM – 5:00 PM

Pre-Conference Workshop I Foundational Coaching Skills Series: Coaching 101

This session requires advanced registration. Continental breakfast will start at 8:30 a.m. and the session will begin promptly at 9:00 a.m. Lunch will be provided.

This introductory program is geared toward legal talent and law school career services professionals who seek to develop a coaching toolkit to use in individual and team settings. Designed as a guide through the coaching

process, participants will learn a framework, principles, competencies to help others identify professional and/or personal goals and to develop action plans to achieve those goals. During the interactive portion of the workshop, participants will practice and hone their coaching techniques and skills. The program curriculum is aligned with the International Coaching Federation (ICF) Code of Ethics and uses the ICF Core Coaching Competencies.

TUESDAY, **APRIL 28**

8:30 AM – 5:00 PM

Pre-Conference Workshop I Foundational Coaching Skills Series: Coaching 201

This session requires advanced registration. Continental breakfast will start at 8:30 a.m. and the session will begin promptly at 9:00 a.m. Lunch will be provided.

Coaching 201 is a “next level” highly interactive workshop for legal talent and law school career services professionals, who want to build on the coaching skills and principles learned in the 101 program. Program faculty will share their insights on moving from an advisor to coach mindset and tips for empowering coachees to face their challenges, develop an action plan, and own their decisions. Participants will learn advanced skills from faculty coaches, and,

using their own real-life situations, will practice and polish techniques through a combination of information sharing and small group coaching exercises.

2:00 – 8:00 PM

REGISTRATION

5:00 – 6:00 PM

Newcomers Orientation

If this is your first or second NALP conference, join us at this session for tips on how to get the most out of the conference. Conference newcomers will have the opportunity to speed network with other newcomers as well as learn how to navigate the conference to maximize their experience.

6:00 – 7:30 PM

Opening Reception in the Exhibit Hall

Welcome to the NALP conference! Come to the Grand Opening of the Exhibit Hall to meet vendors and network with colleagues while enjoying light refreshments.



WEDNESDAY, **APRIL 29**

7:30 AM – 4:00 PM

REGISTRATION & RESOURCE CENTER OPEN

7:30 – 9:00 AM

CONTINENTAL BREAKFAST & COFFEE SERVICE

7:30 – 8:45 AM

SECTION MEETINGS

9:00 – 10:00 AM

OPENING PLENARY

Changing My Mind

Canadians fell in love with Pierre Elliott Trudeau's beautiful bride when he brought her to the world stage as the youngest First Lady in the history of the country. Yet, as time went by, Margaret was unprepared for public life, and plagued by mood swings. After three sons with Pierre, the marriage ended. She then remarried and had two more children. But the tragic loss of her son, Michel, in a skiing accident and the passing of Pierre Trudeau a few years later, were too much to bear, and she became severely ill. Today, Margaret has rebuilt her life once again. Now, she brings her formidable life story to the stage in her quest to help others, sharing her message of resilience with the goal of inspiring others and helping to erase the stigma surrounding mental health issues.

*Margaret Trudeau, Author and
Mental Health Advocate*

10:00 – 10:30 AM

BREAK

10:30 – 11:45 AM

CONCURRENT SESSIONS

Antitrust: What Is It and Why Does It Matter?

[RECRUITING]

In our professional circles, it's likely we have all been on the receiving end of a question from other law firms we're just not sure we should answer. What's the length of your firm's parental leave policy? Can you share your bonus structure? Do you pay judicial clerkship bonuses? Not only are the answers to these questions proprietary, they can also be illegal. This program will provide a refresher on the ABCs of antitrust laws, why they matter to your employer, what are legitimate sources of competitive intelligence, and how to protect yourself from risk by knowing how to respond appropriately to these (and other less obvious) questions and discussions.

John Snyder, Partner, Alston & Bird LLP

Decisions, Decisions...

[MANAGEMENT]

As a manager, it's your job to lead your team to good decisions. How do you do that in a way that is participatory, collaborative, and leads to an effective outcome? You need to facilitate critical thinking. This program will identify the obstacles to critical thinking, break down the

components of critical thinking skills, provide a "train-the-trainer" lesson on facilitation techniques and ways to practice and encourage critical thinking, and practical tools such as decision matrices and group exercises to help groups engage in thoughtful and logical decision making.

*Andy Hales, Senior Director of Professional
Development and Training, Venable LLP*

Help Along the Way: A New Approach to Workplace Conduct in Federal Courts [JUDICIAL CLERKSHIPS]

Law schools have confronted issues of workplace misconduct in counseling students on careers and in the Title IX context. Both 2018 and 2019 saw major changes in the federal judiciary's approach to workplace conduct, spurred by high-profile misconduct allegations. Featuring the federal judiciary's first-ever Judicial Integrity Officer, with a long-time judicial clerkship counselor, this program offers a unique opportunity to explore the resources available to law clerks and other judicial employees, learn more about the approaches taken by individual courts, and understand the updated procedures to address misconduct.

*Marilyn Drees, Director, Judicial Clerkships,
Yale Law School Career Development Office*

*Jill Langley, Judicial Integrity Officer,
Administrative Office of the U.S. Courts,
Judicial Integrity Office*



Wednesday, **April 29** *(continued)*

Hustle and Flow: Helping Students Succeed at Their First Law Firm Job
[LAW STUDENT PD]

Students often find their first law firm experience to be a rough-and-tumble ride of uncertainty and pressure to impress; getting everything right the first time. It doesn't have to be that way. This session explores practical ways that law schools and firms can help students avoid the rocks. We look at supporting students to express and be themselves, learning and improving in a safe environment (the flow). We also look how to help them showcase the strong work ethic and client service skills that are essential to success in a law firm environment (the hustle). A warning: we'll get interactive!

Chira Perla, Assistant Dean, Career Services, Peter A. Allard School of Law, British Columbia

Paula Price, Executive Coach and Founder, Uplevel Lawyer Coaching and Uplevel CPD

Andrea Rayment, Director of Professional Development, Clark Wilson LLP

Managing Sideways: Colleagues, Competition, and Career Advancement
[LAWYER PD]

We've all heard of managing up and managing down, but what are the best ways to manage tension, rancor, or unhealthy competition among colleagues? Law firm associates and professionals face particular challenges as they vie for certain work, seek to develop key partner and client relationships, or strive to build their profile, especially as progression opportunities narrow with seniority. Our program will address how to navigate these peer relationships with a focus on encouraging associates and professionals to serve as support systems for one another, while maintaining the ability to promote their work product and advancement potential.

Adele Lemlek, Managing Director, Coaching & Transition Services, Greiner Consulting Group

Noelani Walser, Firmwide Director of Professional Development, Morgan Lewis & Bockius, LLP

Sandra Bang, Chief Diversity and Talent Strategy Officer, Sherman & Stearling

Lisa Cueva, Chief Talent Officer, Weil Gotshal & Manges

More Than Finding The Job: Building and Fostering A Culture of Public Interest and Service
[PUBLIC SERVICE]

This interactive panel presentation and discussion workshop will focus on how to build and sustain a culture/community of public interest as a small/solo career services office, part of a generalist career services office, or solo pro bono program. Participants will hear from law school professionals, at different stages of the process and in different law school environments, who are working to cultivate a positive environment to support public interest. This session will educate participants on how to engage their communities toward forming a supportive culture and provide participants with techniques and provide tools to establish key partnerships, programming, and action plans to sustain it.

Karine Laframboise, Professional Development Counsellor, University of Ottawa, Faculty of Law (Common Law Section)

Rochelle McCain, Director, Externships, Public Interest, and Government Relations, University of Pittsburgh School of Law

Robin Thorner, Executive Director of Career Strategy & Adjunct Professor of Law, St. Mary's University School of Law

Rashida West, Director, Pro Bono & Public Interest Programs, Drexel University, Thomas R. Kline School of Law

Navigating Complex and Controversial Situations with Search Firms
[LATERAL RECRUITING & HIRING]

When law firms and search firms work together to accomplish a common goal, there are times where conflict or sensitive topics arise. This panel will focus on complex, tricky and controversial situations that we face in our relationships with search firms and how we can navigate them to avoid issues and find common ground. Using real-world examples from law firms and search firms as a starting point, we will open the floor to share various perspectives on how to best approach and handle delicate situations that commonly occur in the legal industry. Join us to discuss tips and best practices on conflict resolution and relationship building with members of the legal industry.

Kathren Davis, Regional Senior Legal Recruiting Manager, Seyfarth Shaw LLP

Keith Fall, Partner, Walker Associates

Wade Hooper, Chief Strategic Growth Officer, Kilpatrick Townsend & Stockton LLP

Corin Lindsley, Managing Partner, ELR Legal Search

Ross Weil, Partner, Walker Associates

Supporting Non-Binary, Trans, and Gender Non-Conforming Lawyers and Students
[DIVERSITY & INCLUSION]

Improving inclusion around gender in our law schools, firms, or other organizations means knowing best practices for supporting individuals who are transgender, are gender non-conforming, or identify as a gender other than female or male. Participants in this interactive workshop will develop and refresh their knowledge of gender inclusion issues. They will leave better able to lead their office in identifying and addressing these issues, as well as concrete ideas and resources to help make their school, firm or organization safer and more welcoming.

Melanie Rowan, Associate Director for Public Interest Programs, University of California, Berkeley School of Law

Take Control: Streamlining Your Day with Systems and Workflows
[MEMBER PD]

For most legal career professionals, the nature of our work involves performing, managing, or coordinating the same type of tasks and projects. One way to take control of your day is to implement simple-to-design systems, workflows, and checklists that streamline your work and the work of your team. This presentation will provide attendees with a roadmap for how to design and implement various organizational tools that increase productivity, save time, reduce room for error, and help you work through your day with confidence and peace of mind. We will expand on the principals from our time management program last year.

Fairuz Abdullah, Director of Public Interest and Public Service Programs, UC Hastings School of Law

Drew Amoroso, Founder/Principal/Adjunct Professor, Due Course

Wednesday, **April 29** *(continued)*

The Aftermath: Preliminary Impact of the New NALP Principles on Diverse Students

[DIVERSITY & INCLUSION]

This panel will discuss the impact of the new NALP Principles, specifically the impact on students from underrepresented communities to secure summer and/or permanent employment. While discussing preliminary benefits and challenges of the new principles, we'll also discuss how to overcome persisting and/or new challenges to ensure diverse law students can successfully secure positions. Panelists will provide insights from their own experiences over the past year, as well as feedback from law school and law firm colleagues collected in advance from NALP members (and students). Attendees will be encouraged to share their own stories, as well as quantitative and qualitative data from their respective organizations. This will be a candid conversation about market response and impact of the new Principles. A critical objective of the program is to empower NALP members on how to best prepare diverse students to remain competitive in the new recruiting landscape and ensure that legal employers can continue to successfully recruit more diverse lawyers to their organizations.

Alison Ashe-Card, Assistant Director, Wake Forest University School of Law

Carlos Dávila-Caballero, Director of Diversity & Inclusion, Simpson Thacher & Bartlett LLP

Lezlie Griffin, Assistant Dean, Career Development & Diversity Initiatives, Tulane Law School

The He Said/She Said Guide to Getting Buy-In

[MEMBER PD]

What if you could get instant buy-in for your ideas and recommendations by simply snapping your fingers? It may not be that easy, however you can dramatically improve your chances for success if you understand how people make decisions and what causes them to act. This dynamic program draws on the latest scientific research to illustrate how you can influence lawyers, colleagues and vendors regardless of gender or title. Take steps to level the gender playing field and get your ideas heard. By following the insights in this session, you'll get people to see things your way more often.

Steve Hughes, President, Hit Your Stride, LLC

Rachel Kleiner, Director of Legal Recruiting, Proskauer

The Silver Lining of Imperfection: Getting Things Wrong Helps Get Wellness Right

[WELLNESS]

Perfectionism is both a blessing and a burden for lawyers. It motivates them to deliver superb results for their clients, but it can also lead to self-criticism, stress, anxiety, and even depression. What if lawyers could retain their drive to excel without falling into unhealthy perfectionism? That's what this session is about. We'll identify the roots of lawyer perfectionism, examine its impacts on lawyer well-being, and share strategies for overcoming the toxic dimensions of perfectionism at both the individual and organizational levels.

Rachael Bosch, Managing Director, Fringe Professional Development

Jon Krop, Founder, Mindfulness for Lawyers

Neha Sempat, CEO, Founder, GenLead|BelongLab

The Takeover: Turning Trials into Triumphs as a New or Future CSO Leader

[CSO ADMIN & LEADERSHIP]

Thinking about your next move or already in your first 90 days (or beyond) as the new head of a career services office? What can you do now to smooth the path ahead? New leaders may come from practicing law, recruiting at a firm, or a more junior CSO role. They might be entering a large or small office that may be thriving, showing signs of distress, or in need of an overhaul. No matter your background and (potential) transition status, come attain practical tools and best practices to prioritize for yourself as a (future) leader and for your office overall.

Neil Dennis, Director, Career Development Programs, University of Toronto, Faculty of Law

Ashley Scott, Senior Director, Office of Career & Professional Development, American University Washington College of Law

Nikki Wright Smith, Assistant Dean of Career & Professional Development, Texas Southern University Thurgood Marshall School of Law

We Can't Meme This: Effectively Engaging Gen Z Law Students

[COUNSELING]

As career coaches, we are always challenged to connect with law students. As Gen Z continues to enter law school, it is important to understand the characteristics that make them unique and differentiate them from their Millennial peers. In this session, we will explore Gen Z and strategies to guide them into a successful launch of their careers.

Erika Fadel, Director, SMU Dedman School of Law

Jennifer McGarr, Director of Career Development, University of Missouri School of Law

Mary Beth Nielsen, Associate Director, SMU Dedman School of Law

Karen Sargent, Assistant Dean of Career Services, SMU Dedman School of Law

11:45 AM — 1:00 PM

City Group and Law School Consortia Leaders Lunch

Experienced Professionals Lunch and Section Meeting

Join your Experienced Professionals colleagues for a special, informal networking lunch just for you. Experienced professionals can be characterized by years of NALP membership, years in the industry, and/or levels of leadership engagement within their organizations or with NALP.

Newer Professionals Lunch and Section Meeting

Join your Newer Professionals colleagues for a special networking lunch combined with the annual Section meeting.

Networking Lunch

Join your colleagues for lunch.

SECTION MEETINGS

Wednesday, **April 29** *(continued)*

1:15 – 2:30 PM

CONCURRENT SESSIONS

ABC-Always Be Closing: Leveraging Sales Strategies Across the Talent Spectrum

[RECRUITING]

How to Win Friends & Influence People, The Psychology of Selling – a bunch of sales jargon? Surprisingly, these principles of superior sales(wo)manship are key to developing top-notch talent management leadership skills.

As recruiters, we are perpetually in sales mode: selling our organizations externally and initiatives internally. Taking cues from the sales industry's touted playbooks, this discussion showcases how to maximize our natural sales abilities in owning every stage of the talent life-cycle: attracting candidates, closing the deal, successful integration and meaningful engagement. Learn to master a sales mindset and utilize proven selling strategies to expand your influence across the talent spectrum!

Alexis Fox, Attorney Recruiting Manager, Farella, Braun & Maretell LLP

Jessica Sisco, Senior Talent Manager, Reed Smith LLP

Julieta Stubrin, Director of Attorney Recruiting & Diversity, Fenwick & West LLP

Allyship: The “How” of Inclusive Leadership

[DIVERSITY & INCLUSION]

Allyship is an equity and inclusion concept that we are increasingly hearing about in the legal profession. The role of ally is very important – it comes with responsibilities that can impact career development, experiences with belonging, and the disruption of bias within legal organizations. In this thought-provoking session, Ritu will teach attendees the “must do’s” for becoming an ally, including how to: safely acknowledge systems of power and privilege in a legal environment; normalize cultural differences; and leverage verbal and non-verbal communication to better support the advancement of women and diverse lawyers.

Ritu Bhasin, President, bhasin consulting inc.

Assessing Assessments: The Which, When, and How of Effective Use

[LAWYER PD]

Assessments are increasing in popularity and use within the legal industry but how do you know which one to use within your organization? PD assessment geeks will provide you with an overview of the types of assessments available along with guidance on which assessments are best for which function, e.g., coaching high performers versus those receiving remedial coaching, or how to build effective teams versus helping existing teams work more effectively. The geeks also will provide checklists to determine 1) whether assessments are likely to be well received in your organization and 2) which assessments to use to accomplish specific goals. We also will discuss key steps to ensure that your use of assessments is more than a one and done program in your organization.

Kristen Uhl Hulse, Assistant Professor of the Practice, University of Denver Sturm College of Law

Jeanne Picht, Director, Professional Development, Fried Frank

Jessie Spessart, Managing Director, Optia

Beyond Article III Courts: State and Specialty Federal Clerkship Opportunities

[JUDICIAL CLERKSHIPS]

This program will educate attendees about post-grad clerkship opportunities in non-Article III federal courts, such as magistrate, bankruptcy, immigration, tax, and international trade, and in existing and emerging state specialty courts, such as business courts, juvenile courts, and drug courts. It will focus on which courts regularly hire term clerks, how to locate openings, the qualifications required for candidates, and how to market these opportunities to students. The panel will also discuss how these experiences can provide long-term benefits to students' careers and set them up for other opportunities in specific practice areas.

Alfred Finch, Career Service Advisor, The University of Iowa College of Law

Mary Beth Moore, Assistant Dean of Career Development, Case Western Reserve University School of Law

Jennifer Pollard, Director of Judicial Clerkships, University of Maryland Francis King Carey School of Law

Laura Woodson, Associate Director of Career Development, University of Georgia School of Law

Building Big Law Careers and Practices in Asia

[CAREER PATHS]

This panel will discuss the realities and challenges for U.S. and Canadian trained lawyers building big law careers and practices in Asia. There have been many changes in the legal market in Asia over the past several years and the panelists have some predictions for the future of the Asian market as well. Panelists will discuss how lawyers and law students can transition from North American markets to Asia as associates and how these lawyers can excel as associates at major law firms in Asia. The session will also describe what it takes to build a practice, including recruiting lawyers and working with law schools and HR departments to facilitate those efforts. There are also many in-house opportunities to discuss as well. Come learn about the wealth of opportunities for lawyers and law students in Asia!

Leiming Chen, Senior Vice President and Global General Counsel, ANT Financial (China)

Charles Ching, Head of China and Partner, Weil Gotshal (Shanghai)

David Kuo, Partner, Head of China, Milbank (Hong Kong)

Evan Jowers, Co-Founder of Jowers / Vargas (Hong Kong)

Carpe Diem: Public Interest Advising and Recruiting in an Age of Renewed Civic Engagement

[PUBLIC SERVICE]

Recent studies find public service career opportunities are now a top factor in selecting a law school and some attribute a rise in law school applications to a surge in interest in advancing social, economic, criminal, and environmental justice. Making the most of this momentum presents opportunities and challenges for law school public service advisors and programs, and public service employer recruitment and training professionals. This program will explore how law school public

Wednesday, **April 29** *(continued)*

service programs and public interest employers are innovating and adapting their advising, programming, recruitment, training and marketing building upon increased social justice awareness and civic engagement.

Jojo Annobil, Executive Director, Immigration Justice Corps

Elyse Diamond, Director, Public Service Careers/Public Interest Law Center & Adjunct Professor, Elisabeth Haub School of Law at Pace University

Melissa Lewis, Assistant District Attorney/Deputy Chief, County Court Trial Bureau & Director of Recruitment, Nassau County District Attorney's Office

Tracy Wachmann, Public Interest Coordinator, The University of British Columbia Peter A. Allard School of Law

Coloring Outside the Guidelines: Recruiting in a Post-Guideline World [LEGAL MARKET & RECRUITING]

When NALP released the new Principles for a Fair & Ethical Recruitment Process in December 2018, it gave law firms and schools an opportunity to rethink the way they structure their hiring policies and procedures. This session aims to share data and best practices on what resulted in the first year after these changes - how did member organizations set their own policies, how were policies communicated and managed both internally and externally, what were the impacts on member organizations, what lessons were learned, and perhaps most importantly, where do we go from here?

Melissa Berry, Director of Professional Development and Diversity, Lane Powell

Catherine Clement, Senior Legal Recruiting Regional Manager, K&L Gates LLP

Donna Harris, Director of Legal Recruiting, Cleary Gottlieb

Pascale Bishop, Director of Career Strategy, Northwestern Pritzker School of Law

Et tu, ABA? Getting to March 15th While Keeping Your Office Running [CSO ADMINISTRATION]

Many NALP members accept the challenge of running a Career Development Office, and all of its requisite employment reporting responsibilities, with little experience in data

collection and analysis. In this session, four seasoned NALP members — each with over ten years of experience in the industry — will share their tips for collecting a full data set from your graduating class. A complete and accurate report begins with cultivating a generous information-sharing mindset among students and finding ways to remain connected with graduates. It should also include a robust pre-submission internal audit process. Suggestions for student outreach will be featured, along with month-by-month tasks for the 3L year through the employment reporting deadline.

Angela Cruseturner, Assistant Dean of Career Development, Baylor Law School

Tasha Everman, Assistant Dean and Director of Career Development, University of Nebraska College of Law

Todd Rogers, Assistant Dean for Career Development, University of Colorado Law School

Tony Waller, Director, Career Development Office, University of Georgia School of Law

Heed Red Flags to Avoid Lateral Hiring Heartbreak [LATERAL RECRUITING & HIRING]

One key to lateral success is understanding red flags that crop up throughout the recruiting process. These red flags can differ dramatically among firms depending upon people, process, and history. They're also easily overlooked, either because they're subtle, or because the candidate is likeable, has connections within the firm, or allegedly has an impressive book of business. This program demonstrates how to save time and money and avoid lateral hiring heartbreak by identifying which red flags are immediate deal-breakers and which can be addressed—and how to do so. It examines common mistakes and presents effective but frequently underutilized solutions.

Blane Prescott, Consultant, MesaFive LLC

Valerie Fontaine, Partner, SeltzerFontaine

Amee McKim, Director of Legal Recruitment and Development, Duane Morris LLP

Evan Parker, Founder, Parker Analytics LLC

Leadership and the Ripple Effect [LEADERSHIP]

Many times, when people hear the word leadership, they think of a large undertaking that

takes extreme effort and the use of skills that they believe they may or may not have. Research has shown that there are certain behaviors that, if done more frequently, will help people to become more effective leaders that people will want to willingly follow. Small behavioral changes can have a profound ripple effect on the leader themselves as well as those around them. We will discuss a number of these proven behaviors and how you can include them in your professional development efforts.

Gordon Loeb, President, Loeb Leadership Development Group

Natalie Loeb, Founder and CEO, Loeb Leadership Development Group

David Sarnoff, Director of Strategic Partnerships, Loeb Leadership Group

Making the Case for Neurodiverse Talent

[DIVERSITY & INCLUSION]

Law students are increasingly identifying as neurodiverse, and law schools are providing a record number of resources to support those students. Yet few law firms have embraced neurodiversity, and most current work environments are structured as one-size fits all. Neurodiversity refers to variations in the human brain regarding sociability, learning, attention, mood, and other mental functions. “Neurodiverse” individuals are wired differently from “neurotypical” individuals. Students and lawyers who are neurodiverse are often overtly or inadvertently excluded from D&I efforts, though studies have shown that companies can benefit from having a “Neurodiversity” strategy as well as a neurodiverse talent pool. This session will provide participants with the knowledge about neurodiversity that they need in order to make the case for inclusion. Whether you are a law school career advisor or a member of your firm's recruiting and development team, you will walk away with a fresh set of tools and best practices for supporting and including neurodiverse lawyers.

Rachael Bosch, Managing Director, Fringe Professional Development

Nirvana Dove, Manager for Diversity & Inclusion, Thompson Hine LLP

AJ Link, Student, President GWU Law School ATYPS Student Group

Wednesday, **April 29** *(continued)*

Managing and Leading Great Staff and Team Meetings

[MANAGEMENT]

With company resources tighter than ever, and staff and management busier than ever, frivolous meetings are simply not an option. Yet they continue to occur more often than ever. And too many unproductive, wasteful meetings create a major drag on staff morale and motivation, thus affecting productivity, turnover, and the corporate “bottom line.” And, if you are the organizer or leader of meetings, you simply cannot afford to look unprofessional when you are “on stage” in a competitive or political environment. Use this program to better plan, lead, and follow through on your meetings and enhance team productivity, coordination, and cohesion. Learn proven strategies for better participation, cohesion, and buy in from your meeting participants, leading to higher productivity from your meeting time and efforts. Note: this program is highly interactive (and fun) with several demonstrations and opportunities for audience input.

Randall Dean, Time & Tech Management Author & Speaker, Randall Dean Consulting & Training, LLC

Mutual Belonging: Lawyer Engagement is a Two-Way Street

[LAWYER PD]

Belonging is a core human need that contributes to wellness, engagement, retention, and pride in the workplace. It is rapidly becoming the new framework for inclusion, one that encompasses everyone, no matter their backgrounds and identities. Mutual Belonging between an organization and the individual sets up an understanding of reciprocity and accountability: The lawyer/law student belongs in the organization, and the organization belongs to the lawyer/law student. In this session, we will explore what mutual belonging is and why it matters, and we will describe cutting-edge ways to activate mutual belonging in an organization through process change.

*Jessica Natkin, Principal, Total Talent Design
Neha Sampat, CEO, GenLeadIBelongLab*

One Breath at a Time: Creating a Mindfulness Based Wellness Program for Students and Lawyers

[WELLNESS]

Based on Georgetown Law’s “Lawyers in Balance” (LIB) Mindfulness for Law Students Program, this experiential workshop will share what we’ve learned from teaching simple mindfulness techniques to law students and inspire participants to build a LIB program to support their wellness goals. In this non-power point presentation, we will review the basic principles of how mindfulness practices foster increased focus, resilience and well-being, along with the ways that LIB encourages a culture where students relate to self and others with kindness, acceptance and compassion. Participants will receive a “turnkey” curriculum that can be customized and taught to students and lawyers in any setting and will have an opportunity to practice techniques with trained facilitators who will lead mini meditation breakouts throughout the workshop.

Lauren Dubin, Director, Office of Public Interest and Community Service, Georgetown University Law Center

Jose Luis Davila Gonzalez, Assistant Director, Office of Career Strategy, Georgetown University Law Center

Nicole Sandoz, Director, Office of Student Life, Georgetown University Law Center

2:30 – 3:00 PM

BREAK

3:00 – 4:00 PM

CONCURRENT SESSIONS

Considering a Consulting Career?

[CAREER PATHS]

“I could do that.” How many times have you engaged an expert, and thought just that? Or wanted to be your own boss or engage your entrepreneurial spirit? For those wondering what life is like on the other side in the consulting world, this session is for you. Hear two different perspectives – a consultant who wouldn’t return to a firm and one who preferred law-firm life over consulting. The consulting world can be incredibly rewarding . . . and also incredibly frustrating. Participants will receive practical

advice on the considerations to starting, building and maintaining a consultancy, from accounting and business development to taxes, technology and working independently. You CAN do that! So, come learn how and gain insights into whether consulting is right for you. Don’t worry. We won’t tell your boss.

Molly Peckman, CEO, Molly Peckman Training & Development

Jennifer Queen, Chief Talent Officer, Bracewell LLP

Designing on a Dime: Low or No Cost Resources to Leverage Small and Solo CSOs

[COUNSELING]

With limited staff and budget resources, CSOs are constantly challenged to “do more with less” and provide a wide array of services to law students and recent graduates. Presenters will explore some of the many tools at your disposal that cost little or nothing to your bottom line – strategic partnerships, free online resources, reduced-cost deals from vendors, NALP programs and brochures – that help broaden your reach. You’ll brainstorm solutions with fellow NALP members and leave with practical tips that you can put to work immediately when you return home.

Susanne Aronowitz, President, Susanne Aronowitz LLC

Skip Horne, Senior Consultant to the Dean, Santa Clara University School of Law

Emily Roschek, Director, ABA Career Center, American Bar Association

Kala Taylor, Assistant Dean, Career & Professional Development Center, Campbell University Norman Adrian Wiggins School of Law

Fallout: What Really Happened in Year One of the Federal Clerkship Hiring Plan

[JUDICIAL CLERKSHIPS]

Year one of the newest federal court clerkship hiring plan is now in the books. This program is designed provide a retrospective on what actually happened once the Class of 2020 could release their applications to federal judges under the plan. We will talk about when interviews and offers occurred, levels

Wednesday, **April 29** *(continued)*

of adherence and non-adherence to the plan, trends we witnessed in different courts and/or regions, the state courts' reaction to the plan, and how things are shaping up for the Class of 2021 in year two of this pilot. We hope you'll join us to learn more about what worked, what didn't and to share your ideas about what comes next!

Michele Hoff, Associate Director for Judicial Clerkships, Georgetown University School of Law

Julie McLaughlin, Associate Director, The George Washington University Law School

Gone is October 15th: Counseling 1L Students as They Navigate the New Normal

[COUNSELING]

In a world without specific date/timing guidelines in the NALP Principles, career advisers wondered what would happen as 1Ls entered in the fall. This program will review the first year under the new Principles and discuss issues and areas for concern that arose, such as over eager students wanting very early individualized counseling, students prioritizing job applications over academics, early employer interaction with students, students accepting initial job offers before thoughtfully considering all options, etc. Panelists will share best practices for handling issues in a way that takes into account the different perspectives of advisers, employers, and most importantly, students.

Valerie Castelo, Associate Director for Private Sector Counseling and Programs, Career Development Office, University of California, Berkeley, School of Law

Sandra Minea, Associate Director of Career Strategy, Northwestern Pritzker School of Law

Tammy King, Director of Professional Development & Pro Bono, Washburn University School of Law

Level Up: Know How to Support Law Students and Lawyers with Disabilities

[DIVERSITY & INCLUSION]

The case for recruiting and supporting students and lawyers with disabilities is largely established. But there's still a knowledge gap about how to best support them. This practical program gets into the nuts and bolts of accommodations, on the school and the firm side. Attendees will learn steps they can

take to support law students and lawyers with disabilities and to demonstrate a commitment to disability inclusion.

Mark Crestohl, Senior Counsel, Labour and Employment Law, Canada, Accenture

Danielle Liebl, Associate, Reed Smith LLP

Annabrooke Temple, Director, Professional Development, UC Hastings College of the Law

Amy Weiss, Director, Career Strategies Office, Drexel University Kline School of Law

Preparing Students for Pro Bono and Public Service: A Plug and Play Curriculum

[PUBLIC SERVICE]

This suggested curriculum will prepare students to provide pro bono and public service in an ethical and culturally sensitive manner while also ensuring self-care. Applicable to pro bono activities, clinical education and public interest settings, the curriculum will address:

- **Introduction to pro bono/public service (need for legal services and inculcating value)**
- **Skill set training (client-focused)**
- **Cultural competency/implicit bias training**
- **Introduction to professional responsibility**
- **Possibility/impacts of secondary trauma and self-care planning.**

The curriculum will include recommendations for providing a spectrum of training on these issues across experiential opportunities and throughout all years of law school.

Laura Burstein, Director of Public Service and Academic Support, Southern Methodist University Dedman School of Law

April Giancola, Director of Public Interest Advising, UNC School of Law

Jennifer Mencarini, Director of Career Development, Elon University School of Law

Professionalism: Fact or Opinion

[DIVERSITY & INCLUSION]

Lawyers generally recognize the imperative of being clear, precise, and purposeful in communications. While we often are mindful of our words when working with clients, opposing counsel, etc., we sometimes lack awareness

of the impact of our words when engaging with colleagues. Utilizing a re-enactment of a performance evaluation, we will explore the imperative of paying attention to our words and the impact of implicit biases, particularly in the context of delivering performance evaluations and other feedback. We will explore some of the subtleties that can undermine our efforts to effectively deliver feedback and can cause our colleagues to experience exclusion.

Jacqueline Cranford, Principal, Cranford Advisory Services LLC

Maja Hazell, Global Director of Diversity and Inclusion, White & Case LLP

Denise Robinson, Founding Principal, The Still Center LLC

The Future of Recruitment: The Modern Recruiter Dancing with Disruption

[RECRUITING]

New technologies are generating gigantic breakthroughs in the world of recruitment and disruption cannot be dodged. This session will provide the modern recruiter insights on the rise of intelligent tools for recruiting in a high-growth digital workplace. Participants will learn about the innovative tools available in the market, consider whether game-based assessments could work in a law firm environment, and how to engage future talent in the digital era.

Sindy Peixoto, National Director of Professional Recruiting, Borden Ladner Gervais LLP

The Intersection of Wellness and Diversity

[WELLNESS]

As law schools and law firms expand their focus and available resources to address the health and wellness needs of their lawyers and staff, attention to diversity and inclusion should be part of the equation. While some aspects of wellness are applicable to all, the needs of African-American, Latino, LGBTQ and others can differ from the majority population. This program will identify and discuss the specific wellness needs and unique stressors of diverse people. We will discuss the importance of, and practical steps toward, ensuring that when designing and implementing wellness programs the concept of being inclusive and inviting to everyone.

Wednesday, **April 29** *(continued)*

Robin Belleau, Director of Wellbeing, Kirkland & Ellis LLP

Joi Bourgeois, Firmwide Director of Diversity & Inclusion, Kirkland & Ellis LLP

Douglas Ebeling, Professional Development Manager, Schulte Roth & Zabel LLP

Christina Henry, Legal Recruiting Coordinator, Schulte Roth & Zabel LLP

The Leader Mindset: Thrive and Unify
[LEADERSHIP]

A leader mindset is crucial to helping you thrive at both work and in life. This session will teach you practical strategies to build more resiliency, strength and purpose into your professional and personal life. You will learn how to effectively manage the inevitable stress associated with challenging roles, embrace challenging situations, and strategically assign meaning to everything you do. In turn, this mindset will help you better service your clients, mentor others, and create a fulfilling, high-impact career. In turn, you will live a healthier, more optimistic and fulfilling life.

Ann Gomez, Productivity & Leadership Consultant, Founding President, Clear Concept Inc.

To Infinity and Beyond: Perspectives on the Evolution of Law Firm Alumni Relations
[CAREER PATHS]

Panelists with a range of experience in the legal alumni relations field, representing law firms at various stages of alumni relations program development, will provide insight on the historical evolution, current state, and anticipated growth of alumni relations roles and programs at law firms. Panelists will share a comprehensive overview of how firms are approaching alumni relations based

on information gathered directly from alumni relations professionals at firms across the country.

Deborah Cusumano Caldwell, Director of Partner Hiring & Alumni Relations, Winston & Strawn LLP

Jennifer Gewertz, Director of Attorney Alumni Relations, Arnold & Porter Kaye Scholer LLP

Chiara Wrocinski, Senior Director of Firmwide Legal Recruiting and Development, Kirkland & Ellis LLP

When No One Knows Your Name: Helping Students Build Networks
[LAW STUDENT PD]

There is a seldom mentioned inequality which directly affects many diverse, international and first generation students and lawyers. The way we build and grow social networks amplifies and exacerbates existing inequities in society. It is an inequality not because of who we are, but because of who we are (not) connected with. Chances of finding a job as a recent law graduate can rely on friends of our friends. Network inequality, an often overlooked disadvantage, creates and reinforces inequality of opportunity. What can and should law schools and law firms do about it?

Amy Kimmel, Director for Employer Relations and LLMS, UC Hastings College of the Law

Amrita Singh, Assistant Director, Graduate Career and Professional Development, Georgetown University Law Center

Working Together: Generational Differences — Fact v Myth
[MANAGEMENT]

In 2019, NALP launched an important new research project to find out more about how multiple generations work together in law firms.

In partnership with PP&C Consulting Principals Aric Press and Yolanda Cartusciello, and in close consultation with an advisory group of NALP members, NALP conducted a survey of a few thousand partners and associates across the nation, and then built a data-based understanding of the motivations and ambitions of the various generations of lawyers within law firms today. The resulting NALP report reveals how much of the “conventional wisdom” about younger generation is actually borne out by the survey data. This session will feature some of the highlights of the report, some surprising findings and some answers to the perplexing questions raised when multiple generations are working together in law firms.

Yolanda Cartusciello, Partner, PP&C Consulting

Aric Press, Partner, PP&C Consulting

James Leipold, Executive Director, NALP

4:15 – 5:15 PM

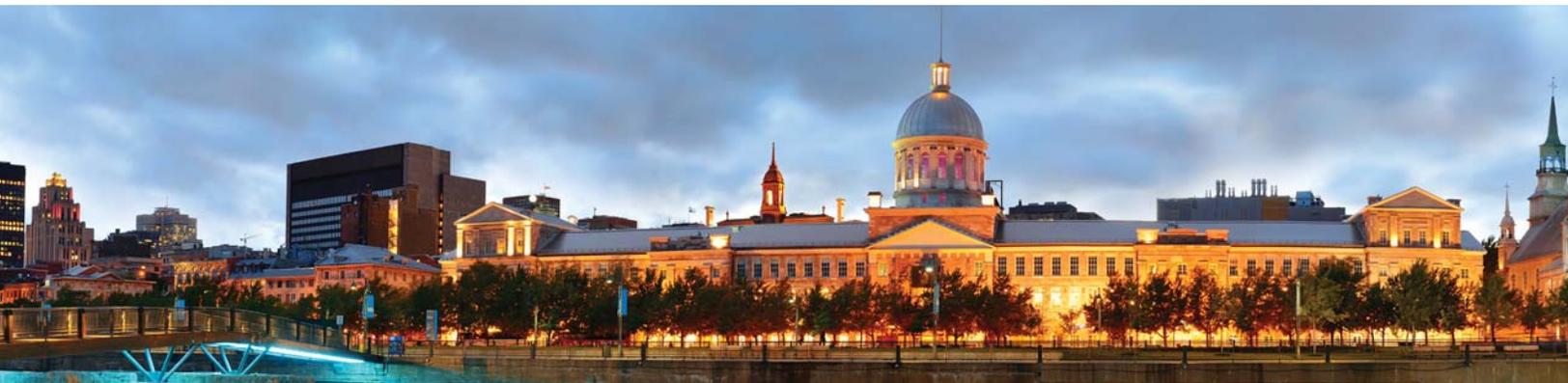
REGIONAL BUSINESS MEETINGS & RECEPTIONS

These members-only events are open to all employees of NALP member institutions and to affiliate members. Meet your regional elected leaders and hear news from your region while enjoying networking with your colleagues in an informal setting.

7:00 – 10:00 PM

MEMBER CELEBRATION

Enjoy spectacular views of the Montréal skyline and the St. Lawrence River while networking with and learning from your peers. The Grand Quay Terminal, located on the edge of Old Montréal, will provide a fun and beautiful setting for all of us to be Better Together in Montréal!



THURSDAY, APRIL 30

7:30 AM – 4:30 PM

REGISTRATION & RESOURCE CENTER OPEN

8:00 – 9:00 AM

DIVERSITY & INCLUSION BREAKFAST

Join your colleagues for a special Canadian tradition — the Sugar Shack breakfast, featuring pancakes, maple syrup, and more! Hosted by the Diversity and Inclusion Section and the Canadian Section, this event will include conversations about diversity at roundtables and will be followed by the Diversity and Inclusion Plenary.

9:00 – 9:45 AM

DIVERSITY & INCLUSION PLENARY

Difference as an Asset: How a Deafblind Woman Conquered Harvard Law

The first Deafblind person to graduate from Harvard Law School, Haben Girma advocates for equal opportunities for people with disabilities. President Obama named her a Champion of Change. She received the Helen Keller Achievement Award, and a spot on Forbes “30 Under 30.” Join us for an engaging presentation on Haben’s journey as a disability rights advocate and how we can make our communities more inclusive.

Haben Girma, Author and Speaker

9:45 – 10:00 AM

BREAK

10:00 – 11:00 AM

CONCURRENT SESSIONS

All About Transgender Issues

[DIVERSITY & INCLUSION]

From the marble halls of the U.S. Supreme Court to your team in your office, legal professionals are talking about issues that affect transgender people. As transgender people become more prevalent in the work force, many employers still struggle to create environments that are truly inclusive. There is often confusion about what exactly it means to be transgender and what

the differences are between and people who self-identify as gender non-binary or intersex and those who may be transgender. This session will help to demystify the vocabulary and the reality of a more gender fluid workforce and provide expert guidance on creating an inclusive workplace that celebrates diversity in all its beautiful complexity. We strongly encourage people to take the Harvard Implicit Association Test before coming to the program. <https://implicit.harvard.edu/implicit/education.html>

Panelists TBD

Alleviating Financial Stress on the Path to Success

[WELLNESS]

Many law school grads underestimate the amount of student loan debt they incur. On top of the financial burden, new lawyers soon learn that practicing law is incredibly complex and that clients expect quick and straightforward resolutions to their problems. Aside from lawyers’ reputations, it’s their licenses — which they worked for and will be paying for over the next 10-20 years — that are on the line. This dynamic creates a consistently high level of stress with which it can be difficult to cope. This session discusses how to help young lawyers deal with this stress and still be successful and productive in the workplace.

Sonya Smith-Valentine, Founder and President, Financially Fierce

Jessie Spressart, Managing Director, Optia Consulting

An Update on the Legal Employment Market

[LEGAL MARKET]

This session will bring you up to date on the current legal employment market for recent grads with a thorough review of all of NALP’s most recent employment and recruitment data for the Class of 2018 as well as the recruiting data from 2019. Join NALP’s Executive Director for a full rundown of all the latest research and trends in the marketplace.

Jim Leipold, Executive Director, NALP

Becoming a Change Management Superhero

[MANAGEMENT]

Law firm professional development leaders are more often being called upon to be champions of change initiatives in a profession that is often resistant to change. This session will equip law firm professional with the tools they need in order to prepare firm members for a change project and to guide them through the change from the idea stage to final implementation and monitoring. We will highlight current best practices that are specific to law firm environments, and examine case studies of change initiatives that went well — and not so well — and why.

Melissa Evans, Manager of Legal Professional Development and Recruitment, McInnes Cooper

Lynn Iding, Director, Human Resources, Stewart McKelvey

Brain Lessons: Neuroscience Makes Things Better

[WELLNESS]

This workshop will cover the basics about what happens to our brains under stress, the impact it has on how we think and feel, and what we can do to become more effective. The speaker learned how the brain worked after having a loved one suffer a concussion, and now she uses “brain lessons” to help clients respond more effectively in stressful situations, from decision-making to public speaking to difficult conversations. Come learn more about how neuroscience can make things better!

Lianne Krakauer, Leadership and Career Coach, Krakauer Coaching

Creating Inclusive Communities in the Legal Profession

[DIVERSITY & INCLUSION]

In this session, participants will gain a deeper understanding of what equity and inclusion look like in practice. There will be a focus on building leadership capacity in the legal profession to create sustainable practices focused on people and culture. In an effort to challenge bias and discrimination, this session will have an emphasis on creating a legal working environment that fosters diversity and inclusiveness. This session will be interactive and

Thursday, **April 30** *(continued)*

will provide an opportunity to discuss strengths and challenges that arise when transforming working culture. Participants will be equipped with tools and tactics, based on best practices, to implement in both the legal profession and academic law programs.

Sheliza Jamal, Equity and Inclusion Coach

Hot Topic: Year 2! NALP/ABA Employment Outcomes Reporting Advisory Group Update
[CSO ADMINISTRATION]

With the new Protocol in place for nearly two years by the time of the 2020 AEC, representatives from the NALP/ABA Employment Outcomes Reporting Advisory Group Update look forward to sharing new updates, as well as soliciting member feedback, to continue improving and streamlining the employment data collection and reporting process. A key session for law school members!

Heather DiFranco

Fiona Hornblower, Assistant Dean for Career Development & Public Service, Boston University School of

Kirsten Winek, Manager, Law School Analytics and Reporting, American Bar Association

Judicial Clerkships: A Strategic Stop on the Public Interest Career Path
[JUDICIAL CLERKSHIPS & PUBLIC SERVICE]

Why do so many public interest-minded students quickly rule out judicial clerkships? Public interest and clerkship counselors know that judicial clerkships, once narrowly viewed as a stepping stone into BigLaw or misconstrued as a monotonous extra year of law school, can be a key ingredient in a public service career. The counseling obstacles are particularly vexing. Join us as we discuss how to demonstrate the benefits of judicial clerkships to public interest-minded students, share some successful strategies for addressing student concerns about salaries, prestige, long-term career advancement and, of course, application timing.

Susan Curry, Senior Director of Public Interest Law & Policy, University of Chicago Law School

Michele Hoff, Associate Director, Judicial Clerkships, Georgetown University Law Center, Office of Career Strategy

Alison Kennedy, Public Sector Coordinator, University of Minnesota Law School

Mindfulness as a Protective Factor Against Implicit Bias and Its Harmful Impact
[DIVERSITY & INCLUSION]

Implicit bias flourishes in fast-paced, demanding work conditions. Perceived discrimination increases the risk for depression and other physical and psychological problems. Mindfulness — present moment awareness of thoughts, feelings and body sensations — reduces implicit bias by disrupting the tendency to accept reflexively triggered biases and mitigates the harmful toll discriminatory experiences have on individuals. This program will explore mindfulness as an essential foundation for diversity and inclusion efforts. You can't change what you are not aware of. The open, non-judgmental quality of mindfulness allows individuals to see what is going on inside themselves and make purposeful and values-based choices.

Brenda Fingold, Assistant Director, Workplace and Leadership Education, Mindfulness Center Brown University School of Public Health

NALP as a Springboard: Leveraging your Experience and Staying in the Biz
[MEMBER PD]

Being an active member of NALP has enduring and transferable value — even when one has left the fold as a law career services or legal recruiting/development professional. A panel of involved NALP members and experienced presenters will share how their years with NALP have enriched them professionally and helped shape their career trajectories, providing a springboard to new challenges. They will provide insights into the path they took to their new roles and will share how NALP played a significant role through leadership development, professional skills development, strong friendships and professional relationships that have enabled them to transition to their next chapter.

Bill Chamberlain, Program Director, UChicago Careers in Law, University of Chicago

Gihan Fernando, Executive Director of the American University Career Center, American University

Sonia Menon, Chief Operations Officer, Neal Gerber & Eisenberg LLP

Abbie Willard, Associate Dean for Career Services and Policy Initiatives, University of Chicago Law School

Reinforcement is Not Reminders! Best Practices in Content Reinforcement and KM
[LAWYER PD]

You spend weeks or months designing a training program. The training evaluations say the program was a success! But now what? Behaviors don't instantly change because of one enjoyable training program. In fact, some studies show that as much as 50% of training is lost in one hour! It takes thoughtful, deliberate, and timely content reinforcement to make training truly stick, and a knowledge management (KM) strategy to make learning accessible after the training. This program will explore nuts and bolts principles around content reinforcement and KM, and practical ways you can implement both in your organization.

Andy Hales, Senior Director of Professional Development and Training, Venable LLP

Strategies for Communicating With, Coaching, and Captivating Gen Z
[COUNSELING & RECRUITING]

A new generation of lawyers is heading into the working world. Legal employers should take heart that many of the Gen Z characteristics could be quite favorable in terms of aptitude for legal work and retention. But there are also challenges — particularly in determining how to communicate effectively with a population that has grown to expect just-in-time, instant information. We will share proven approaches for communicating with the new generation, including demonstrations of video and live programming. We will also address questions of how to best use scarce time and resources for maximum impact with Gen Z.

Kevin Donovan, Senior Assistant Dean for Career Services, University of Virginia School of Law

Patrice Hayden, Director of Associate Recruitment, Hogan Lovells US LLP

Lauren Parker, Director of Career Services, University of Virginia School of Law

Thursday, **April 30** *(continued)*

There's an App for that! Utilizing an App for Partner Recruitment and Integration
[LATERAL RECRUITING AND HIRING]

With apps and mobility becoming increasingly relied upon, come hear from panelists from a law firm that decided to inject technology into their partner recruitment efforts by developing an app. The app was rolled out in June 2019 to our global lateral partner candidates and the search firms with whom we work. We plan to subsequently expand to our associate, summer associate and graduate recruitment efforts. We look forward to sharing our challenges and successes with attendees!

Christine Cottrell, US Recruitment Manager, Withers Bergman LLP

Jaya Louvre, Head of Talent Acquisition and Diversity, Withers LLP

Anne Mahoney, Chief People Officer, Withers Bergman LLP

11:30 AM – 12:30 PM

CONCURRENT SESSIONS

Are You Reading Me? Five Writing Tips to Make Sure Emails and Proposals Get Read
[MEMBER PD]

When you take the time to write an email or a proposal, you want to make sure your audience actually reads it. Learn five tips to make your writing clearer and more persuasive. This interactive workshop will get you to apply what you learn right away — through working with partners, rewriting, and group discussion. Get ready to roll up your sleeves and talk writing!

Stephanie Mitchell, Speaker and Legal Writing Coach, Telegram Writing Consulting

Competing for Talent Through Employee Branding
[RECRUITING]

To effectively compete for talent, law firms need to clearly articulate their employee brand, in addition to their legal services brand. In this session, presenters will discuss why a talent-related brand and narrative are critical and how law firm recruiters can partner

with their marketing colleagues to develop and deliver them. Having developed several recruitment campaigns together, they will share insights about utilizing in-house resources, considerations for working with an agency, hosting a talent brand workshop, building stakeholder support and the impact maintaining the brand has on retention.

Christina Fox, Assistant Director of Attorney Recruiting, Skadden, Arps, Slate, Meagher & Flom LLP

Carolyn Quinn, Attorney Recruiting Manager, Skadden, Arps, Slate, Meagher & Flom LLP

RJ Williams, Associate Director, Global Marketing & Communications, Skadden, Arps, Slate, Meagher & Flom LLP

Creating a Culture for Feedback
[LAWYER PD & LAW STUDENT PD]

We know that junior lawyers need effective feedback to develop and grow and we also know that not all supervising lawyers take the time, make the effort or have the ability to deliver that feedback. Attend this program to learn what you can do to help create a culture for feedback. Topics will include equipping your partners and other supervisors with tools and techniques for giving timely, candid and helpful feedback; preparing your junior lawyers to receive, process and react to the feedback; and helping limit the impact of bias, stereotypes and other feedback pitfalls.

Kim Curry, Senior Career Development Manager, Foley Hoag LLP

Nirvana Dove, Manager for Diversity & Inclusion, Thompson Hine LLP

Chelsey Parrott-Sheffer, Talent Development Manager, Seyfarth Shaw LLP

Molly Peckman, CEO, Molly Peckman Training & Development

CSOs and Admissions: Synergies for Success
[CSO ADMINISTRATION]

Career services and admissions are natural partners: identifying and developing talent, tracking and reporting outcomes, and impacting our schools' reputations. Purposeful collaboration helps both teams advance their work. Experienced leaders will share best

practices to strengthen the relationship between law admissions and career services teams and illustrate successful partnerships with pre-law and diversity advisers, alumni affairs and development, and employers. Such collaboration can also expand our career pathways. Panelists who have had success in multiples roles will discuss the common skill sets and professional mobility between the worlds of pre-law advising, law student recruitment, admissions, career services, and legal recruitment.

Elizabeth Armour, Dean of Career Services, USC Gould School of Law

Kelly Bahiraei, Attorney Recruiting Manager, Bass, Berry & Sims

William Chamberlain, Program Director, University of Chicago Careers in Law

Mary Pat McInnis, Dean for Career Services, Saint Louis University School of Law

Difficult Questions: Preparing Students for Interviews
[COUNSELING]

Career services professionals are often well-prepared to help their students answer the so-called "typical" interview questions. But what about the more difficult questions that don't show up on the sample questions list? These questions are often based on the student's unique circumstances and can be a cause of great stress and anxiety for candidates and employers alike. Our panel of both seasoned career advisors and recruiting professionals will discuss strategies to prepare your students for some of the more challenging and sensitive questions they could face from employers. This session will include tips for first generation and international students, as well as advice relevant to all applicants and recruiters.

Leah Adams, Assistant Director, Career Development & Communication, McGeorge School of Law

Shannon Kahn, Associate Director of Private Sector Counseling and Programs, UC Berkeley School of Law

Eva Wisnik, President, Wisnik Career Enterprises, Inc.

Disrupting (Implicit!?) Bias on the Go
[DIVERSITY & INCLUSION]

A student reports to a Career Advisor that during their 1L Summer Diversity Fellowship, a partner made inappropriate and biased comments to them. Scenarios like this are not uncommon. What is our role, as law school and law firm professionals, in disrupting the bias that we see and hear about from our students and associates? What is our role in addressing the bias with law firm administrations? In an interactive session, we will identify where we see bias in a variety of workplace situations (e.g., interviews, networking events, summer associate programs, etc.) and discuss frameworks for navigating these situations.

Fairuz Abdullah, Director of Public Interest and Public Service Programs, Career Development Office, UC Hastings College of the Law

Kori Carew, Chief Inclusion and Diversity Officer, Seyfarth Shaw LLP

Molly Stafford, Director, Career Development Department, University of the Pacific, McGeorge School of Law

Making the Move from CHRO to COO/ED: A Career Path for Heads of HR
[CAREER PATHS]

This session will explore a career path for law firm heads of human resources who wish to move beyond their functional roles within the legal industry. Frequently, individuals who have chosen the human resources functional path are viewed as having reached the pinnacle of their careers after achieving a C-Level position. While such roles certainly provide high value, are complex and difficult to achieve, HR executives need not feel limited in their aspirations should they wish to broaden the scope of their responsibilities. HR executives are uniquely qualified to understand all aspects of an organization. This gives them an inherent advantage over other functional executives from which most COO/EDs ascend (IT, Finance, Marketing). HR executives appreciate the pulse of an organization, and are well positioned to lead it. The panelists will discuss the challenges for HR executives in pursuing this non-traditional path and will enumerate the many advantages HR executives can bring to the role. They will also provide suggestions regarding tangible actions that can be taken to achieve success.

Michael DeCosta, Managing Partner, Caldwell Partners

Christina Herrmann, Chief Talent Officer, Shipman & Goodwin LLP

Michael Orce, Chief Operating Officer, Robinson & Cole LLP

Ann Rainhart, Chief Operating Officer, Briggs and Morgan

Kelly Stevens, Executive Director, Cleary Gottlieb Steen and Hamilton LLP

New Lawyer Well-Being Research: Calculating Any Job's Satisfaction Potential
[WELLNESS]

Recent research on 6,200 lawyers determined the specific factors, both professional and personal, that predict a lawyer's happiness and satisfaction. This study was featured in the New York Times; it broke new ground by quantifying the relative strength of dozens of diverse happiness factors. One striking, definitive finding was that material success, which so often drives career decisions, has very little impact on lawyer happiness and satisfaction. In this session, the lead researcher will explain specifically what does (and does not) make lawyers happy, and show how the findings lead to a simple but precise calculation of satisfaction potential of any position, for any student or lawyer. Participants will receive a booklet that explains the findings and calculation method, take a scenario from their own professional experience to test the accuracy of the method, and consider how to incorporate the study results in their work guiding job seekers.

Lawrence Krieger, Clinical Professor of Law, Florida State University

Non-Traditional Recruiting Beyond On-Campus Interviews
[RECRUITING]

Participants will learn about Canadian student recruitment processes that do not rely on on-campus interviews. The presenters will offer a broad overview of the processes and discuss the advantages and disadvantages of moving away from traditional on-campus interviews from the perspective of the universities and of the employers. The presenters will further share best practices and present strategies to effectively move away from on-campus interviews.

Loïc Berdnikoff, Director, Professional Development, Lavery

Sophie Roy-Lafleur, Director, McGill University Faculty of Law Career Development Office

The Likeable Leader
[LEADERSHIP]

As a leader, would you prefer to be liked or respected? If you think you need to choose between being perceived as strong and capable, or warm and approachable, think again. Leaders who build rapport, generate trust, and develop deep, authentic connections inspire their teams to exceed expectations at a significantly higher rate than those who influence through authority alone. Whether you're seeking to build enhanced credibility in the workplace, or hoping to be more successful socially, this session will walk you through specific characteristics and behaviors you can leverage to exponentially increase your likeability. You'll learn what to do when you engage with your teams (or even an aspirational romantic partner) to ensure that they seek you out and want to engage you again and again.

Vivian Wexler, Director of Talent Management, Vantage Partners

The New Normal: PI/PS Hiring Under the New NALP Principles
[PUBLIC SERVICE]

What impact has the new NALP principles had on public sector hiring? Let's take a look together one year later to see what changes the PI/PS community has seen in 1L hiring practices and the timing of 2L and 3L offers. The panel will share data and anecdotes, facilitate small group discussion, and brainstorm with the audience about best practices in the new NALP Principles world. Participants in this interactive session will leave with strategies and suggestions from colleagues to take back to their work as they evaluate their own process in this different hiring landscape.

Claire Cusella, Program Manager, Law School Engagement & Advocacy, Equal Justice Works

Lillian Evans, Deputy Director of Legal Recruitment, NYC Law Department

Sara Malan, Associate Director of Public Interest/Public Sector Programs, UC, Berkeley, School of Law

Thursday, **April 30** *(continued)*

Tomayto/Tomahto: Two Approaches to Coordinating Career Counseling and Alumni Relations

[COUNSELING]

Does your firm offer career counseling for lawyers? Do you have an alumni relations team? Join us for a discussion with two firms on their approaches — comparing and contrasting their styles — and how they bridge the gap between the two departments for one successful firm effort.

Norma F. Cirincione, Director of Alumni Relations & Associate Life, Cleary Gottlieb Steen and Hamilton LLP

Elizabeth Claps, Senior Manager of Alumni Relations & Associate Life, Cleary Gottlieb Steen and Hamilton LLP

Robert Duncan, Senior Counsel (former partner) and Career Advisor, Hogan Lovells

Sheri Mayerowitz, Global Alumni Relations Manager, Hogan Lovells

Transition Coaching Tools: Techniques You Can Test and Add to Your Tool Kit

[LAWYER PD]

Career transitions occur at all stages: pushing through plateaus; climbing the next rung; adapting after promotion; responding to external changes. Ideally, the “after” trumps the “before,” but the path from A to B can be filled with overwhelming feelings and doubt. Whether helping students adopt a lawyer mindset, integrating laterals or moving toward your own next goal, the coaching techniques covered here help individuals get unstuck and progress through change. Bring a transition that keeps you up at night and apply the techniques as you learn them to see what breakthroughs you can make.

Paula Price, Executive Coach and Founder, Uplevel Lawyer Coaching and Uplevel CPD

12:30 – 1:45 PM

PUBLIC INTEREST LUNCHEON NETWORKING LUNCH

1:00 – 2:15 PM

SECTION MEETINGS

2:30 – 3:30 PM

CONCURRENT SESSIONS

Advising Individuals Who Have Difficulty With Social Cues

[COUNSELING]

Students and lawyers on the autism spectrum, or those who merely share some of the dominant traits, present unique challenges in career and professional development. These students often excel academically while having challenges with relationship building, reading social cues and adaptability. Come to this program to learn how to identify when someone may be on the autism spectrum and develop advising strategies and professional development programs to help prepare these individuals for career success.

Marti McCausland, Associate Director of Placement, Willamette University College of Law

Shari Pearlman, Assistant Director/Attorney Counselor, Oregon Attorney Assistance Program

Effective Lateral Hiring

[LATERAL RECRUITING AND HIRING]

Urgency, demand, and a highly competitive environment can keep us on auto-pilot when it comes to lateral hiring. However, we know from experience that auto-pilot is not an effective recruiting strategy. This program will explore ways to create a next-level lateral hiring plan, regardless of whether you’re looking for associates, counsel, or partners. Join us for a deep dive into how to engineer the best lateral program utilizing tried and true techniques, cutting edge technologies, and even your own recent laterals. You will leave knowing exactly how to build a winning lateral hiring strategic plan designed for optimum success.

Dyana Barninger, Director of Legal Recruiting, K&L Gates

Erin Springer, Director of Attorney Hiring, Alston & Bird

Implicit Weight Bias in Hiring

[LATERAL RECRUITING AND HIRING]

The physical effects of obesity overshadow the substantial social, cultural, and economic costs to individuals, businesses, and society at large. Many of these consequences are driven by

weight discrimination, which can be explicit or implicit/unconscious, affects both women and men, and is common in the workplace, including all levels of law organizations, from hiring to career development and advancement. This interactive session will explore the physical, emotional, and economic tolls of implicit weight bias and develop tangible steps that administrative legal professionals can take to minimize weight bias in hiring and other contexts within their organization.

Meredith Kahan, Manager, Attorney Recruiting, Saul Ewing Arnstein & Lehr

Scott Kahan, Director, National Center for Weight & Wellness, Faculty, Johns Hopkins Bloomberg School of Public Health

Increasing Attendance (and your ROI) at Learning Sessions

[LEADERSHIP]

You’ve got an upcoming learning session on drafting loan transaction documents. Everything is in place— a great speaker, lunch, and a decent deck. But on the day of the session, you once again see significant no-shows. Sure, there are some last minute client emergencies. But, you wonder, can it really be that? Join our speaker to learn about how she took steps in measure and increase the ROI of her firm’s leaning program and opportunities.

Kathleen Hogan, Director, Education & Knowledge Integration, McCarthy Tetrault LLP

Keep Calm and Coach On: Building a Coaching Culture

[MANAGEMENT]

Coaching today is much more than a perk offered to high performers or for remedial action. Coaching is a strategic developmental, talent management and talent retention tool. In this session you will learn about building a coaching culture within your organization and how to maximize coaching opportunities through the use of different coaching models and programs. Speakers will share their experiences with coaching programs and how they can be tailored to a variety of objectives and topics. They will address the benefits and challenges of in-house versus external coaches and how to determine the best approach for your firm or school.

Thursday, **April 30** *(continued)*

Judith Atwood, Certified Executive Coach & Legal Consultant, Judith Atwood Coaching & Consulting

Halla Elias, Director, Professional Resources, Borden Ladner Gervais (BLG)

Janet Hoyt, Lawyer, Experienced Career Development Professional & Executive Coach, Janet Hoyt & Associates

Leadership Across the Lifespan: Teachable Moments from Law Student to Judge
[LEADERSHIP]

Law school and law firm professionals are pivotal to developing leadership skills throughout the lifespan of a legal career, from law student to lawyer to judge! Yet it can be difficult to find those teachable moments. Our panel has worked in career/student services, clinical education, and law firms, with leaders across sectors and organizations. We will share our experiences about when and how to introduce leadership into the curriculum and different “teaching” tools to support leadership and professionalism. Learn how to be a catalyst for the current and future leaders you serve, at every stage in their careers.

Gina Alexandris, Senior Director, Law Practice Program, Ryerson University

Neil Guthrie, Director, Professional Development, Research and Knowledge Management, Aird & Berlis LLP

Lianne Krakauer, Leadership and Career Coach, Krakauer Coaching

Making the Most of Constructive Feedback
[MEMBER PD]

Even high achievers find it challenging to receive constructive feedback. If this is you, you are not alone. Many of us get a surge of emotion when we believe we are being criticized. We get flustered, we get defensive, or we simply shut down. The downside of these responses is that we do not open ourselves up to the learning opportunities that come with valuable constructive feedback, and we potentially miss out on crucial information that would enable us to be more successful. The presenters will share a framework for taking in and processing difficult feedback and will offer communication tips that will allow you to demonstrate your

receptiveness to feedback, open yourself up to growth opportunities, maintain your status as a top performer, and share these tips with the students or lawyers you are serving.

Elizabeth Hofmeister, Founder, B.side Coaching & Consulting LLC

Elaine Ventola, Senior Consultant, Naomi Beard & Associates

NALP Foundation Program on Research
[LEGAL MARKET]

Program description TBD

One-Stop Shop: Effectively Managing the CSO and Externships
[LAW STUDENT PD]

As CSO directors and staff work to do it all, many offices have become one-stop shops. Moreover, small and solo CSOs literally are one-stop shops often managing Externship Programs. Efficiency is paramount. Small, solo, and busy CSO directors have tremendous insights to share with CSO staff to maximize the opportunities that come from Externship Programs. This panel will explore ways to leverage Externship Programs to enhance employer outreach, to provide effective services and vast opportunities to students, and to engage in career services and professional development

Trisha Nakamura, Director of Career Services and Professional Development, University of Hawai'i William S. Richardson School of Law

Alisa Benedict O'Brien, Assistant Dean, Career Services and Strategic Initiatives, The University of Akron School of Law

Klala Taylor, Assistant Dean of Career & Professional Development, Campbell University Norman Adrian Wiggins School of Law

Carole Tillotson, Associate Director of Career Development, Drake University Law School

Skip the Trip: Impactful Distance Learning
[LAWYER PD]

With distance learning, law firms can vastly expand the scope of their professional development using both asynchronous and synchronous learning opportunities. Blended learning models that incorporate distance learning can reduce costs, enhance relationship

building across practice areas and offices, and engage participants for an extended time frame. Learn about best practices for distance learning, and see how one firm has incorporated distance learning to train associates and partners in such areas as business development, wellness, and resiliency. Learn how to creatively integrate this flexible and dynamic approach to enhance the impact and accessibility of your in-house development programs.

Lori Berman, Director of Professional Development, Hogan Lovells

Heather Bock, Global Chief Learning Officer, Hogan Lovells

Dena Smulow, Independent Consultant,

Kristen Sterbenz, Senior Consultant, St. Charles Consulting Group

Supporting and Placing Indigenous Students
[LAW STUDENT PD]

The number of Indigenous lawyers and Indigenous students enrolled in law schools has been on the rise over the past few decades, but the structures and techniques for supporting Indigenous law students transitioning into their legal careers has not been openly discussed or developed. The responsibilities and hurdles Indigenous students carry to law school, from reservations and urban areas, only multiply as they proceed to law school graduation, and career services professionals need to know how to identify these issues and address them.

Rodina Cave-Parnall, Director of the Pre-Law Summer Institute, American Indian Law Center

Kathleen Makela, Coordinator, Programs and Community Outreach, Native Law Centre of Canada

Bonnie Stepleton, Director, Student and Career Services, University of New Mexico School of Law

Sherri Thomas, Associate Dean of Institutional Climate and Equity, University of New Mexico School of Law

The IAALS Effect: Using Foundations for Practice to Improve Your Hiring Process
[RECRUITING]

In its Foundation for Practice project, IAALS asked, “What makes new lawyers successful?”

Thursday, **April 30** *(continued)*

Over 24,000 lawyers in all 50 states responded. Wheeler Trigg O'Donnell (WTO) uses IAALS data in its recruiting and hiring practices and to measure the positive impacts of that reform. The approach WTO pioneered resulted in more diversity among new hires and lawyers more likely to thrive at WTO. Members of IAALS and WTO will share how WTO is attracting and hiring lawyers set up to succeed in WTO's unique culture, and what IAALS recommends employers do to use Foundations in their own hiring.

Zachariah DeMeola, Manager, Institute for the Advancement of the American Legal System (IAALS), University of Denver

Kasey Fenn, Attorney Recruiting and Development Manager, Wheeler Trigg O'Donnell

Drew Unthank, Partner/Hiring Partner, Wheeler Trigg O'Donnell

What's in a Name? Tackling Screening Bias in Recruitment through Resume Anonymization

[DIVERSITY & INCLUSION]

In 2018, Lenczner Slaght decided to approach student recruitment from a different perspective. Focusing on diversity and inclusion, and supported by research on the impact of screening bias in recruitment and the existence of unconscious biases when assessing "fit," the firm decided to approach its student recruitment process by anonymizing all student resumes in the screening process. This session will explore the research behind resume anonymization in hiring, the impact of bias and exclusion in recruitment and considerations for inclusion. The session will also address how to approach a name anonymized hiring process, challenges for implementation, how to shift perspectives and lessons learned through two recruitment cycles.

Natalie Zinman, Director, Legal Recruitment and Development, Lenczner Slaght

3:45 – 4:30 PM

EXHIBIT HALL FINAL LOOK/PRIZES

9:00 PM TO 12:00 AM

LATE NIGHT EVENT AT 2 PIERROTS

Located in the heart of Old Montreal, 2 Pierrots will provide a casual atmosphere for late night fun with games, karaoke, and food with your peers. Come network in a relaxed environment and see Old Montreal at its best!

Sponsored by Jowers & Vargas



Friday, **May 1**

7:30 – 9:00 AM

CONTINENTAL BREAKFAST & COFFEE SERVICE

7:45 – 8:45 AM

ABA Q&A

7:30 – 8:45 AM

SECTION MEETINGS

9:00 – 10:15 AM

PLENARY 3

Building a 21st-Century Lawyer

Extraordinary changes in the legal services market are forcing a fundamental reassessment of the lawyer development system. To thrive in the new legal economy and serve a new generation of clients, lawyers will need skills, talents, and characteristics not required of their

predecessors. Those tasked with law student and lawyer professional development must lead this reform process, applying fresh criteria and creating novel methodologies to identify, select, and train lawyers whose careers will span the first half of this century. A keynote presentation by Jordan Furlong, renowned legal market analyst and forecaster of legal trends, will kick off this session, to be followed by an in-depth panel discussion in which two pioneers of new legal careers, Caitlin Moon, Director of PoLI Institute and Innovation Design, Program on Law & Innovation, and Lecturer in Law at Vanderbilt Law School, and Fred Headon, Assistant General Counsel - Labour and Employment Law at Air Canada and Chair, Canadian Bar Association's Legal Futures Initiative, will share their visions and provide success stories for your inspiration. No matter where you stand on the professional development spectrum, from law school career development offices to recruiting offices to law firm professional development offices, and all points in between, you will benefit from this upbeat and practical Day 3 plenary session.

Jordan Furlong, Principal, Law21

Fred Headon, Assistant General Counsel-Labour and Employment Law, Canada Air and Chair, Legal Futures Initiative, Canadian Bar Association

Caitlin "Cat" Moon, Director of Innovation Design and Lecturer in Law, Vanderbilt Law School

10:15 – 10:30 AM

BREAK

10:30 – 11:45 AM

CONCURRENT SESSIONS

A Manager's Guide to Employee Engagement

[MANAGEMENT]

Employees are the most valuable asset of any organization and engaged employees are more productive and provide optimal service. Studies

Friday, **May 1** *(continued)*

show over half of all employees leave their managers, not their organizations, and lack of employee engagement serves as a key reason many exit. This interactive training provides tangible, low-cost, high-impact strategies for managers at law schools and legal employers to engage their team members. Participants will leave this session with an action plan to engage their team and foster a culture where people feel motivated to contribute.

Rena Cervoni, Deputy Director, Office of Attorney Recruitment and Management, U.S. Department of Justice

Trisha Fillbach, Assistant Director, Office of Attorney Recruitment and Management, U.S. Department of Justice

Awards, Surveys, and RFPs: Collaborating with Other Administrative Departments to Get It All Done
[DIVERSITY & INCLUSION]

Does it seem like all D&I awards applications, industry surveys, and business development RFPs are due at the same time along with all of the awards, recognition events and ceremonies? How do you juggle it all and still manage to be a strategic partner with your employer and look good to your clients? In this session, we'll talk about utilizing various administrative resources, maximizing responses for use in multiple applications, and the delicate art of navigating firm/office politics and delegating tasks to be sure all of the applications get done and that the best representatives go to the events.

Yakiry Adal, Director of Talent and Inclusion, Stroock & Stroock & Lavan, LLP

Michele Bendekovic, Director of Diversity and Inclusion, Bass, Berry & Sims PLC

Kia Scipio, Director of Diversity and Inclusion, Ropes & Gray LLP

Big 4 to Big Law: Alumni Programs With University Best Practices
[ALUMNI]

Alumni relations may be newer to the legal world, but it has been around for hundreds of years at colleges and universities. Much of what we see in alumni relations programs today comes from the lessons learned at successful university alumni programs. This panel brings together alumni relations experience from University, Big 4 accounting and Big Law.

Whether you're new to the idea of alumni relations or a seasoned professional this panel will offer key takeaways for building and growing a strong program.

Cecily Craighill Davis, Director of Alumni/ae Programs, Buckingham Browne & Nichols School

Adrienne Jaroch, Firmwide Alumni Engagement Manager, Kirkland & Ellis LLP

Tom Lardner, Americas Alumni Relations Executive Sponsor, Ernst & Young LLP

Calm in the Storm: Effectively Addressing Law Student Mental Health as a Career Counselor
[WELLNESS]

This session will provide concrete steps to utilize when working with students who are struggling to maintain their well-being, including mental health and substance use issues. Attendees will learn how to identify students near or in crisis, best practices for handling conversations concerning mental health while staying in the role of a career counselor, and appropriate methods of following up with students and connecting them to resources while navigating confidentiality. The session will also explore how to partner effectively with other law school stakeholders, including faculty, the dean of students, and other front-line administrators, to support law student well-being.

Alison Kennedy, Public Interest and Judicial Clerkship Advisor, University of Minnesota Law School

Amy Perez, Student Development Director, University of Miami School of Law

Jennifer Salyers, Esq., Assistant Dean, Office of Career Services, William & Mary Law School

Leah Terranova, Assistant Dean for Academic & Student Affairs, University of Kansas School of Law

Can You Hear Me Now? Helping Summer Associates Start and Finish Strong
[RECRUITING]

Summer associates arrive with enthusiasm and the best intentions. But navigating the written and unwritten rules of law firms can be a challenge. And when summer associates make a

misstep, it creates problems for many. This lively and engaging program will share innovative and practical ways to help summer associates avoid key pitfalls. Incorporating science on communication and learning, the program goes beyond the horror of stories to help you manage the sticky situations with finesse. Interactive segments will provide opportunities to share your knowledge and learn from your colleagues.

Grover Cleveland, Principal, Swimming Lessons for Baby Sharks

Kristin Heryford, Professional Development Manager, Cooley LLP

Cultivating Transferable Skillsets in Students Through Innovative Pro Bono Opportunities
[PUBLIC SERVICE]

Engaging students in pro bono opportunities creates a win-win-win outcome, if you think creatively. Services are provided to clients and communities in need, students acquire essential skills through hands-on experiences and future employers gain practice ready lawyers to fuel their mission. Helping our students to develop their toolkit through pro bono will also lead to a greater likelihood of ongoing pro bono engagement. These projects have the ancillary effect of enhancing relationships with future alumni, and community partners, including the bench and the bar. Designing projects which realize these three-fold goals can be challenging, but are within reach when resources are effectively identified and leveraged in the process. This interactive workshop will equip you with the tools to assess the needs of your students and community and design pro bono programming for that triple win.

Marni Lennon, Assistant Dean, Public Interest & Pro Bono; Director, HOPE Public Interest Resource Center & Lecturer in Law, University of Miami School of Law

Rachel Kronick Rothbart, Director of Career Services, University of Southern California Gould School of Law

Cybele Smith, Director, Public Service Law Center, Moritz College of Law, The Ohio State University

Friday, **May 1** *(continued)*

Diversity and Inclusion: Canadian and U.S. Approaches to Belonging

[DIVERSITY & INCLUSION]

Achieving greater diversity and inclusion in the legal profession remains a top priority for most law schools and legal employers in Canada and the United States. D&I, however, is not monolithic, and focus on underrepresented groups varies across jurisdictions. Therefore, practices, policies, and accountability benchmarks may also differ. Panelists representing law school and law firms share their D&I expertise, identify opportunities for greater collaboration and cross pollination, and address the unique challenges for both jurisdictions.

Carlos Davila-Caballero, Director of Diversity & Inclusion, Simpson Thacher & Bartlett LLP

Neil Dennis, Director Career Development Office, University of Toronto Faculty of Law

Sacha de Klerk, Head of Diversity and Inclusion, Canada, Norton Rose Fulbright Canada LLP

Holistic Integration of Competencies and Professionalism in Law School

[LAW STUDENT PD]

Law students want every competitive advantage they can gain, but seem to resist the use of growth mindset, active listening, and cultural competency. Law schools can use data to convey the importance of the competencies that employers are seeking. As stated by Ali Gerkman and illustrated by the Foundations for Practice study at iaals.du.edu/projects/foundations-practice, “Just as the medical profession realized that bedside manner matters in a doctor, IAALS’s research reveals that being a whole lawyer means possessing a high character quotient in addition to having skills and intellect.” This program will demonstrate how the key competencies can be integrated into law school programming, curriculum, and professional development programs to provide a holistic lawyering approach.

Megan Bess, Assistant Professor of Law and Director, Externship Program, The John Marshall Law School

Maureen Kieffer, Assistant Dean of Career Services, Loyola University Chicago School of Law

Sandra Minea, Associate Director of Career Strategy, Northwestern Pritzker School of Law

Michelle Silverthorn, CEO, Inclusion Nation

Impact ESG (Environmental, Social and Corporate Governance) - A Bridge Between Public Interest and the Private Sector

[CAREER PATHS]

Impact ESG is a significant growth area for career service professionals and law students to consider. Career opportunities can be found across industry sectors and in a variety of organizational types (i.e. institutional investors; public corporations; non-profits and ESG structural framework organizations), and the jobs touch on important environmental and social issues such as climate change, living wages, access to drinkable water, gun violence, Me Too Movement and e-cigarette/vaping, just to name a few. And, how incredible to find a career path that bridges the gap between public interest and the private sector! Come hear about recent NALP data on emerging legal careers and then do a deep dive into this exciting new area of Impact ESG.

Rhonda Rittenberg, Director of New Markets, Northeastern University School of Law

Danielle Taylor, Director of Research, NALP

Jobs Where the Buffalo Roam: Successful Rural Placement Programs

[CAREER PATHS]

Small towns and rural communities are in desperate need of legal talent, from firms, to county lawyers, to civil legal services, and more. These are amazing opportunities for students offering the potential for work/life balance, long-term financial security, and the change to make an immediate impact on the community. Come learn how developing a dedicated program of outreach to rural and smaller communities can support your students, improve employment outcomes, elevate the profile of the CSO, and generate immense goodwill from alumni and donors.

Adam Brown, Assistant Director of Career Development and Professional Development and Manager of Externship Courses, University of St. Thomas School of Law

Tasha Everman, Assistant Dean and Director of Career Development, University of Nebraska College of Law

Arturo Thompson, Assistant Dean of Career Services, University of Kansas School of Law

Power, Gender, and Leadership in Legal Talent: Shattering the Glass Ceiling

[LEADERSHIP]

The legal professional development, career advising, and recruiting fields are dominated by women. Half of law school graduates are female. Yet equity partnership and leadership roles in law firms and legal departments are overwhelmingly held by men. Despite our desire to develop a more gender-balanced and diverse group of leaders, we’ve hardly moved the needle on leadership parity. Why? Part of the answer lies in our collective failure to understand — and leverage — formal and informal power within our organizations. Do you find an overt discussion of power to be slightly distasteful? Do you feel it’s “bad form” to overtly want — and seek — power? Why is that the case — and how might these views get in the way of moving toward establishing a more diverse range of leaders in the legal profession? This session takes a realistic, practical look at the ways in which power shows up at the organizational and individual levels. Examining how formal and personal power structures shape (and limit) opportunities, we will brainstorm ideas for how professionals — particularly those in non-majority groups — can best identify and leverage their own power bases. Get ready to challenge some commonly-held beliefs about power and influence — and to come away with a strengthened ability to identify, interpret, and exercise power.

Sandra Bang, Chief Diversity & Talent Strategy Officer, Shearman & Sterling

Jennifer Bluestein, Chief Talent Officer (as of 4/29), formerly Greenberg Traurig, soon to be Perkins Coie

Carrie Fletcher, Leadership Development Consultant, Carrie Fletcher Consulting

The Honeymoon is Over: Ensuring a Lateral’s Long-Term Success

[LATERAL RECRUITING AND HIRING]

We may hate to admit it, but we’ve all experienced a lateral hire that performs below expectations. What happens then? What strategies can be implemented to turn the tide toward success? In this session we’ll discuss the ideas and best practices for identifying under-performing lawyer hires and creating a pathway to success. A lateral’s success can be influenced by the firm’s recruitment team, professional development department and external headhunters. The panel will discuss

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ways that these stakeholders can collaborate to ensure success for both associate and partner lateral lawyers and what happens when despite your best efforts, the lateral candidate doesn't work out.

Ethel Badawi, Co-Founder & Principal, Pollack Badawi Group LLC (PBG)

Kay Nash, Chief Talent Officer, Wiley Rein LLP

Abe Pollack, Co-Founder & Principal, Pollack Badawi Group LLC

Melanie Priddy, Chief Talent Officer, Katten Muchin Rosenman LLP

12:00 – 1:30 PM

BUSINESS MEETING AND LUNCH

1:45 – 3:00 PM

CONCURRENT SESSIONS

All Rise: Managing Judicial Clerkship Initiatives When It's Not Your Only Job [JUDICIAL CLERKSHIPS]

Without a doubt, judicial clerkships are one of the most well-respected employment opportunities available to recent graduates. The opportunities are vast and diverse. With no centralized or uniform application process, there is much work to be done by a career counselor to promote/help students secure these opportunities. As a result, many schools have a dedicated counselor for judicial clerkship initiatives. However, for some schools, the career counselors have much more than just judicial clerkships on their plates. This program will focus on time-saving tips/strategies to promote/help students secure these prestigious clerkships, when that's not your only job.

Samantha Kasmarek, Associate Director, Office of Career Services, Syracuse University College of Law

Alisa Benedict O'Brien, Assistant Dean, Career Services and Strategic Initiatives, University of Akron School of Law

Todd Rogers, Assistant Dean for Career Development, Colorado Law

Alphabet Soup: Psychometric Assessments for Coaching Lawyers and Law Students [COUNSELING]

MBTI, DiSC, VIA...OMG! If the various psychometric assessments create more confusion than clarity, you're probably not alone. While psychometric assessments can be terrific tools for assisting lawyers and law students in developing an understanding of preferences, strengths, aptitudes, and interests, none of them are one-size-fits-all. In this session, we will share an overview of an array of different psychometric assessments (including the MBTI, DiSC, VIA Strengths Finder, LawFit, and The Predictive Index) as well as best practices for incorporating the different tools successfully into coaching programs in law schools and firms. You'll gain tips on demonstrating the value-proposition for assessment-based coaching, securing buy-in and managing detractors, and ensuring seamless implementation. Finally, this session will include an administration and interactive review of the VIA Strengths Finder instrument, a (free!) tool useful in helping all humans better understand individual motivations. Note: If you wish to participate in the online assessment, please bring your computer or any electronic device with online access to the session.

Dorothy Commons, Senior Career Advisor, Boston College Law School

Vivian Wexler, Director of Talent Management, Vantage Partners

EQ and Managing Change [MEMBER PD]

It's a mistake to think that people resist change. The reality is that people don't necessarily resist change; it's just that they aren't given sufficient reason as to why the change is happening. More importantly, they have to abandon what they might have been good at doing and in turn learn new skills or behaviors that, in their minds, might be difficult to assimilate. In all likelihood they are stepping into the unknown as they may not know the who, the what, the where, and the how of going forward. Change requires people to navigate this all too human process both individually and as an organization. Having and effectively using Emotional Intelligence (EQ) as a leader and as an individual experiencing change is critical. Committing to changing rather than just complying with it should be the goal. In most careers, tasks evolve from "doing for others" to

"managing relationships." Managing change is about managing those relationships and helping people navigate transitions from a present to a desired future state. An understanding of what behaviors you need to engage in to succeed as your career progresses and managing your own transitions and the transitions of others is why the topics of EQ and Change are relevant to our futures.

Chris De Santis, Principal, CPDeSantis.com

Getting Comfortable With Discomfort When Talking About Race [DIVERSITY & INCLUSION]

As law school administrators, we often lack the training to navigate difficult discourses about race, yet we counsel students who will join the legal profession where race plays a large but often unspoken role. This program will address specific ways we can create best practices to model for our students on being race-conscious, how we can get more comfortable having challenging discussions about race, and how to bring race-consciousness into our advising and work with students. Whether we are focused on issues playing out on the national stage, such as white privilege and police violence, or we are addressing incidents involving our own students, we must learn how to move our students and ourselves through discomfort and into a place of greater awareness and growth.

Kori Carew, Chief Inclusion and Diversity Officer, Seyfarth Shaw LLP

Swati Parikh, Executive Director, Office of Public Service and Pro Bono Initiatives, New York Law School

Devi Patel, Assistant Director, Public Interest/Public Service Fellows Program, Columbia Law School

Leah Terranova, Assistant Dean for Academic & Student Affairs, University of Kansas School of Law

How to Bring Lateral Hiring In-House and Increase Your Value with Your Firm [LATERAL RECRUITING AND HIRING]

In the competitive lateral market, recruitment professionals need to go above and beyond traditional methods for sourcing candidates. This session will explore proactive, innovative ways that technology and online databases such as LinkedIn, Leopard List, and Firm Prospects can

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help you recruit the right candidates while saving your firm money, saving you and your team time, and making yourself even more indispensable to your firm. Join us to discuss tips and best practices about alternative sourcing methods.

Kathren Davis, Regional Senior Legal Recruiting Manager - West Coast, Seyfarth Shaw LLP

Kari Mitchell, Attorney Recruiting Manager, Morgan Lewis & Bockius

Michael Nguyen, Director, Talent Management, Greenberg Traurig LLP

Natalie Quinn, Director of Associate Recruitment, Fox Rothschild LLP

The Upside of Trust and Civility in the Workplace

[LEADERSHIP]

Research has demonstrated the key role of trust and civility in building a positive, focused and engaged workplace. In the fast-paced and complex environment of a law firm, respect, civility, and trust are critical foundations for efficient, successful, and results driven teams.

Under stress and pressure, behaviours, words and tone of voice may be perceived as disrespectful, which while disruptive at best, can also significantly impact individual and team performance, collaboration, innovation, as well as physical and mental health. This session focuses on the evidence-informed strategies that can be applied immediately to create a psychologically safe and respectful workplace that supports a culture of well-being at all times.

Joanne Schaefer, Consultant and coach, Joanne Schaefer Coaching

Marla Warner, Consultant and Coach, For Health; Organizational and Personal Wellbeing

Wellness for Women: Supporting the Well-being of Women Lawyers

[WELLNESS]

Despite women constituting about 50% of law school graduates for the last 30 years, only 18% of equity partners are women, and a 53% pay gap exists between women and men partners in BigLaw. The systemic injustices that yield these troubling statistics also stand as an obstacle to women experiencing emotional well-being, mental health, self-esteem, and happiness in their law firms. During this panel, participants will learn the 5 Key Steps that can be taken by any law firm to immediately enhance the well-being and thriving of its women lawyers. Participants will also be guided through an experiential exercise that will allow them to develop a Wellness for Women Action Plan that can be implemented at their own firm. Insights and expertise will be provided by a USC Law

Professor who has mentored hundreds of women law students, a Volta coach who has coached countless women lawyers on these important issues, a professional development manager at a BigLaw firm who was a (woman) lawyer in BigLaw for 15 years, and a well-being consultant who helps BigLaw firms establish healthier, happier and more equitable cultures.

Shannon Callahan, Attorney Development & Retention Manager, Nixon Peabody LLP

Kara Dodson, Coach & Consultant, Volta Talent Strategies, LLC

Jarrett Green, Owner, Jarrett-Green.com

Rebecca Simon, Lecturer in Law, USC Gould School of Law

Who's the Expert Here? Hitting the Reset Button on Peer Counseling

[COUNSELING]

As career counselors, we find ourselves spending a fair amount of time un-doing the counseling of other students who are filling the informal role of career advisors. While they are well-intentioned and often provide valuable guidance to their peers, these informal career counselors also frequently give not-so-sound advice to students, promulgating myths and misconceptions we seek to dispel. In this session, we will explore the various methods law schools use to harness the power of our own students as peer counselors for an effective and informed result.

Susan Curry, Senior Director of Public Interest Law & Policy, University of Chicago Law School

Jennifer McGarr, Director of Career Development, University of Missouri Law School

Leanne Shafir, Manager, Experiential Education and Career Development Director, Osgoode Public Interest Requirement (OPIR), Osgoode Hall Law school, York University

Tony Waller, Director, Career Development Office, University of Georgia School of Law

3:00 PM

Meeting Adjourned

