



Amplify Your Voice

2025 NATIONAL ANNUAL EDUCATION CONFERENCE

APRIL 8-11 | Huntington Convention Center

Cleveland

This brochure is updated as of January 30, 2025.
For the most updated information, visit <http://www.nalp.org/cleveland2025>.



NALP in Cleveland: Amplify Your Voice!

April 8-11, 2025

The NALP Annual Education Conference is the single largest, most comprehensive, and most well-respected educational program in the legal careers profession. The content provides much to choose from — over 95 concurrent sessions and 3 plenary sessions — covering all areas of our profession from recruiting and career counseling to professional development, law student PD, diversity initiatives, lateral partner hiring, and more.

Given the challenges and changes in our profession and our world over the past couple of years, it is imperative to stay on top of current industry trends; learn about best practices as they evolve; and develop, rekindle, and maintain relationships with peers across the industry.

To advocate for your participation in the NALP Annual Education Conference, see [these documents](#) to make your case for attendance.

Key Facts – Registration fee of \$1025 includes:

- 6 meals (breakfast and lunch on Wednesday, Thursday, and Friday)
- 4 networking receptions (Tuesday - Exhibit Hall Opening, Tuesday – Game Night, Wednesday - Regional Receptions, Thursday - DEI Reception)
- 1 dinner (Wednesday Member Celebration, open to all attendees)
- 95+ educational programs
- 3 educational and informative plenaries
- Numerous networking opportunities (5k Fun Run/Walk, meals, receptions, yoga, and more)
- Access to over 50 vendors and consultants
- Participation in NALP section meetings
- A great investment for your organization!

WHY SHOULD YOU ATTEND THE 2025 NALP ANNUAL EDUCATION CONFERENCE?

- It 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 including change management, lateral hiring, lawyer evaluations, the use of AI, generational differences, and more.
- You will have opportunities to network with representatives of peer institutions during the Resource Center Opening Reception, a Game Night, 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 and preview 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 law 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.

Opening Reception in the Exhibit Hall

All conference attendees are invited to the Grand Opening of the Exhibit Hall on Tuesday, April 8, from 6:00 – 7:30 pm to meet vendors and network with colleagues while enjoying light refreshments.

NALP Karaoke and Game Night

Join all conference attendees on Tuesday, April 8 from 8:00 to 11:00 pm for our newest opportunity to network and meet fellow attendees prior to the start of the conference. This fun event will take place at the Hilton and will have a Karaoke DJ, arcade games and large format games (Connect 4, Chess, etc.)

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!

Social Impact Partner: NALP is Supporting Equality Ohio

Equality Ohio is a local organization that defends the rights of LGBTQ Ohioans and is Ohio's only organization dedicated solely to the civil rights of LGBTQ Ohioans.

Foundational Coaching Skills Series

We are thrilled to offer the NALP Foundational Coaching Skills Series as pre-conference workshops. The first course is Coaching 101, which will be offered on Monday, April 7. The second course, Coaching 201, will be offered on Tuesday, April 8. Coaching 101, which was also offered at prior NALP conferences, is a prerequisite to Coaching 201. **Space will be limited, and a separate registration fee is required.** Sign up early to learn more about how to use coaching skills in your job!

Dare to Lead™ Essentials Workshop: Empowering Experienced Legal Professionals

Rooted in the groundbreaking research of Dr. Brené Brown, Dare to Lead™ empowers you to step into your full potential as a courageous, authentic, and empathetic leader. This interactive experience, offered on **Tuesday, April 8**, will enable experienced professionals to integrate behavior-change strategies with the realities of the legal world and connect with like-minded professionals who also want to lead high-performing, effective, and inclusive teams and make a difference in the world. **Space will be limited, and a separate registration fee is required.**

MCLE 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

2025 Annual Education Conference Planning Work Group:

The 2025 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.

Leadership Team:

Christina Henry (Chair)
Samantha Ciriaco (Vice Chair)
Heather DiFranco (Vice Chair)
Samantha Zandman (Vice Chair)

Conference Planning Coordinators:

Sharon Buckingham
Tanisia Charles
Ashley Gardner
Jodi Haley
Lauren Jenkins
Paul Johnson
Sherien Khonsari
Natalie Lamb
Mary Beth Nielson
Swati Parikh
Natalie Quinn
Waleska Vernon

Watch for the 2025 Conference App coming soon!

Conference Location

Huntington Convention Center
300 Lakeside Avenue
Cleveland, OH 44114

Conference Hotels

There are three Conference hotels. Once you register, you will have the chance to book a stay at the hotel of your choice. Space will be limited in each hotel.

- The Hilton Cleveland Downtown (\$219) is attached to the convention center.

- The Cleveland Marriott Downtown at Key Tower (\$214) is one block from the convention center.
- The Westin Cleveland Downtown (\$209) is two blocks from the convention center.

How to Register

Event registration is available online at <http://www.nalp.org/cleveland2025>. The system allows you to review the full online conference agenda, 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

	EARLY BIRD (Before March 1st)		REGULAR (After March 1st)	
Full Conference **	Member	Non-Member	Member	Non-Member
Schools, Private Employers, Government	\$1025	\$1950	\$1125	\$2150
Non-Members Employed at Member Institutions ***	\$1350		\$1450	
Affiliate Members	\$1025		\$1125	
Public Interest Employers	\$825	\$1050	\$875	\$1150
One Day Registration **				
Schools, Private Employers, Government	\$675	\$975	\$725	\$1025
Affiliate Members	\$675		\$725	
Public Interest Employers	\$600	\$900	\$650	\$950

* 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 Saturday, March 1, 2025. 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 \$300, entitling you to the member rate of \$1025 (plus all NALP benefits) for a savings of \$25.

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 7 (minus processing fee).
50% refund for cancellations received March 8-March 17th.
No refunds after March 17th.

There will be no refunds for the pre-conference workshops after March 14th.

Monday, April 7, 2025

8:30 AM-5:00 PM

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

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

This introductory program is geared toward legal talent, DEI, 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, and 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.

This program requires advanced registration and a separate registration fee of \$475.

Tuesday, April 8, 2025

8:30 AM-5:00 PM

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

This session requires advanced registration. Coaching 101 is a pre-requisite for this course. (Note: Coaching 101 will be offered Monday, April 7, and was also offered at prior NALP conferences. Participants who have completed Coaching 101 are eligible to register for this program.) Continental breakfast will start at 8:30 am and the session will begin promptly at 9:00 am. Lunch will be provided.

Coaching 201 is a “next level” highly interactive workshop for legal talent, DEI, 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.

This program requires advanced registration and a separate registration fee of \$475.

8:30 AM-5:00 PM

Dare to Lead™ Essentials Workshop: Empowering Experienced Legal Professionals

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

As experienced legal career professionals, we support law students, lawyers, and professional business staff to be their best. This highly interactive workshop will empower you to be a more effective leader, using an array of techniques and paradigm shifts, and will provide skills you need to be a daring leader and to integrate Daring Leadership™ into your work.

Rooted in the groundbreaking research of Dr. Brené Brown, the Dare to Lead™ curriculum empowers you to step into your full potential as a courageous, authentic, and empathetic leader. This interactive experience will enable you to integrate your own behavior-change strategies with the realities of the legal world and connect with like-minded professionals who also want to lead high-performing, effective, and inclusive teams and make a difference in the world. Practicing Daring Leadership™ equips us with the skills to navigate tough conversations effectively, build and restore trust, and improve feedback.

By the end of the workshop, you’ll walk away with practical tools and strategies to:

- Cultivate trust and connection within your team and in personal relationships
- Navigate difficult, but important and worthwhile, conversations with grace and empathy
- Embrace vulnerability as a source of strength
- Foster a culture of innovation, inclusion, and belonging
- Lead with authenticity and integrity

Note: This 8-hour training does not cover the entire 24 hours of Dare to Lead™ Curriculum.

This program will be taught by Koriambanya (Kori) Carew, Founder and Chief Catalyst Officer, Bridge 68 LLC

This program requires advanced registration and a separate registration fee of \$475.

2:00 PM-8:00PM

Registration

5:00 PM-6:00PM

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 this 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 PM-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.

8:00 PM-11:00 PM

NALP Karaoke & Game Night

Join us for our newest opportunity to network and meet fellow attendees prior to the start of the conference. This Karaoke and Game night event will take place at the Hilton and will have a Karaoke DJ, arcade games and large format games (Connect 4, Chess, etc.)

Wednesday, April 9, 2025

6:30 AM – 7:30 AM

Yoga

7:30 AM-5:00 PM

Registration and Resource Center Open

7:30 AM-9:00 AM

Continental Breakfast and Coffee Service

7:30 AM-8:45 AM

Section Meetings

9:00 AM-10:15 AM

Opening Plenary: This is How You THRIVE: Six Steps to Achieving Authentic Success and Fulfillment at Work

Authentic is the word of the year! From social media bots to generative AI, everyone is searching for authenticity in their world. But what does that mean for us in our role as legal career professionals? And how can we balance our desire to succeed with our fear of burn out? Can we be driven and fulfilled at the same time? In this timely session, Michelle Silverthorn, best-selling author, global keynote speaker, and Founder of Inclusion Nation, teaches NALP professionals her six steps to claiming real authentic success at work-at every level and for every generation. Michelle shares her own career journey in law-the highs and lows-and showcases how embracing your identities, values, and life stories is the real secret to career success. Then, using her T.H.R.I.V.E. action plan, she'll teach her six steps for how every NALP attendee can thrive at work: Tell Your Truth, High-Five Your Impostor, Rewrite Your Road Map, Identify Your Champions, Value Your Self and Your Voice, and Embrace Your Community. She will leave you with the certain knowledge of how to show up authentically at work, and open doors to trust, loyalty, and enduring success in the workplace and beyond.

Michelle Silverthorn, Author & Founder, Inclusion Nation

10:15 AM – 10:45 AM

Break

10:45 AM-11:45 AM

Concurrent Sessions

Beat Burnout and Drive Belonging for Parents and Caregivers

With big jobs at work and home, parents and caregivers are burning out or leaving the legal profession at devastating rates. This trend, moreover, has disproportionately impacted women and people of color. Learn how one firm took an innovative, cross-functional approach to meaningfully supporting, upskilling, and retaining parents and caregivers across its organization and alumni network. Together, we will explore the firm's three-pronged blended learning initiative, which reduced its attrition rate to one-third of the industry average, including: A whole-person approach to improve well-being; Group coaching in curated micro-communities; and A behavior-science curriculum aimed at developing listening and communication skills.

Adrienne Prentice, Co-founder and CEO, Keep Company, Inc.

Bee Chaffers, Senior Manager, Attorney Women's Initiatives, Morrison Foerster

Christie Mizer, Associate Director of Attorney Career Development and Coaching, Morrison Foerster

Usha Puri-Dewage, Associate Director of Attorney Learning & Development - Europe, Morrison Foerster

By the Numbers: How Leading Firms Use Data Models in Talent Acquisition

Random acts of hiring can cost valuable time and resources. In an increasingly competitive talent environment, it's imperative to focus on purposeful strategic growth – and today's most successful firms deploy bespoke data to accomplish it. This presentation will show how innovative law firms use data – from firm analytics to legal sector benchmarking – to boost ROI throughout the talent acquisition process. Attendees will see how advanced talent models can enhance prediction accuracy, market focus and decision-making in recruitment processes, and learn how to better structure their data, transform that data into a strategic asset, and deploy that asset to greatest effect.

Michael Ellenhorn, Founder & CEO, Decipher Investigative Intelligence

Julie Henson, Chief Growth Officer, Decipher Investigative Intelligence

Creating a Culture of Collaboration: Successful Cross-Departmental Partnerships

Career development administrators often feel siloed and struggle to successfully collaborate with other administrators. In this session UC Irvine School of Law's Assistant Dean for Career Development, Assistant Dean for Student Affairs & Inclusive Excellence, Assistant Dean of Academic Skills, and Executive Director of Development will discuss the ways we work together to support students and alumni, including how we collaborate on joint events, avoid scheduling conflicts, and support each other's initiatives. You'll also hear tips directly from those in positions you are trying to partner with so you can develop an effective strategy to implement at your law school.

Jasmindeer Deol, Assistant Dean for Career Development, University of California, Irvine School of Law

Josh Larsen, Executive Director of Development, University of California, Irvine School of Law

Mary Basick, Assistant Dean of Academic Skills, University of California, Irvine School of Law

Jannah Jones, Assistant Dean for Student Affairs & Inclusive Excellence, University of California, Irvine School of Law

Embracing Generational Diversity and the Arrival of Gen Z

The workforce has evolved to include four distinct generational groups and now along comes Gen Z. Therein lies the challenge and the opportunity. Each generational cohort comes of age during distinct environmental circumstances; we are all products of our respective times. These circumstances shape our motivations, expectations, and workplace behaviors. Chris DeSantis has scoured the literature on parenting, generational research, implications of a hybrid workplace and the ever-evolving American worker. He has developed a framework for understanding generational perspectives, clarifying the distinctions between actual and perceptual differences, when it makes sense to talk about these differences and when it doesn't. During this exciting and educational plenary, you will learn what organizations need to do to embrace a new generation of workers, Gen Z, and how we they can best be engaged and retained in a hybrid workplace.

Chris DeSantis, Principal, C.P.DeSantis LLC

Herding cats!?! Crafting a Competency Framework to Create Alignment

A future proofed and adaptable competency framework is critical to a firm's people development program. Evolving talent and client needs combined with rapid change in the legal industry may require rethinking existing frameworks. What if this reassessment led to the creation of a single, firm-wide framework, clearly setting out expectations around performance and in how firm members engage with each other? Sound daunting? Imagine the change management piece! Join us as we explore best practices, lessons learned, and laughs shared along the journey to create the Dentons' Canada Career Compass, our central reference point for all firm and talent programs.

Suzanne Thomas, Director, Talent (Learning), Dentons Canada LLP

Kara Sutherland, Chief People Officer, Dentons Canada LLP

Agnes Kovios, Canada Director, People Experience & Talent Strategy, Dentons Canada LLP

Hot Topics in Entry-Level Recruiting

Description TBA

Nikia Gray, Executive Director, NALP

Hot Topics in Public Interest Recruiting

There are so many issues facing public interest employers and career services counselors at the moment from the effects of pre-recruiting on public interest students, how student activism will be received by various employers, and how to support students from underrepresented backgrounds on their career path after the Students for Fair Admissions decision. This panel consisting of representatives from the U.S. Attorney's Office (SDNY), Texas RioGrande Legal Aid, Community Legal Services, Inc, and Howard University School of Law will discuss the various issues of the day. Time will be reserved for an open audience discussion about these issues and how to address these problems.

Lillian Evans, Executive Assistant United States Attorney, U.S. Attorney's Office for the Southern District of New York

Deborah Baker, Director, Office of Career Services, Howard University School of Law (HUSL)

Brenda Marrero, Chief Operating Officer, Community Legal Services, Inc. of Philadelphia

Cathryn Ibarra, Recruitment Manager, Texas Rio Grande Legal Aid

Interview for Ability, Not Likeability

Hiring committees put significant emphasis on interviewer feedback when making final hiring decisions; however, the effectiveness of interviewers at evaluating key factors linked to on-the-job success can vary immensely. Interviewers bring their own subjective views on what they think drives performance, and often select for traits more akin to a candidate's "likeability" than for the traits linked to actual "ability" as a lawyer. In this session, presenters will share real examples and data on the competencies often "preferred" by interviewers versus those actually driving success inside the firm. In addition, they will provide guidance on how to help interviewers better evaluate candidates on the traits and characteristics that are most impactful for long term performance at the firm.

Matthew Spencer, CEO, Suited, Inc.

Terence Yarde, Director of Customer Success, Suited, Inc.

Donovan Hunter, Firmwide Manager of Entry-Level Recruiting, Sheppard Mullin

Mapping Legal Recruiting Teams: Different Paths to Hiring Success

In this interactive session, we will explore how law firms structure their Legal Talent/Recruiting teams. Using the unique team structures across three firms as a launching point for discussion, we will share the benefits and drawbacks of how each team is getting the work done. Because we know it takes a village, we will also highlight cross-department collaborations and shared talents that leverage the resources in recruiting, diversity, human resources, marketing and professional development.

Kim Mordan, Legal Talent Project Manager, Fish & Richardson

Clare Fifield, Director of Legal Recruiting, Fish & Richardson

Diana Park, U.S. Partner Recruitment and Integration Manager, A&O Shearman

Trisha Weiss, Director of Attorney Recruiting, Cooley

Measuring DEI Beyond Traditional Metrics: The DEI Scorecard

Join DEI leaders in exploring advanced metrics to assess the efficacy of your firm's DEI initiative beyond traditional metrics. Our panel delves into vital indicators like stakeholder involvement, workplace culture, employee resource group engagement and impact, employee surveys, mentorship and sponsorship participation, and certifications. Learn how to construct a comprehensive evaluation framework ensuring the holistic success of your DEI efforts.

Stephanie De La Rosa, Diversity & Inclusion Coordinator, Winston & Strawn LLP

Kim Hulse, Chief Diversity & Inclusion Officer, Locke Lord

Nada Llewellyn, Chief Diversity & Inclusion Officer, Kramer Levin Naftalis & Frankel LLP

Virginia Essandoh, Chief Diversity, Equity, and Inclusion Officer, Ballard Spahr

New Chief on the Block: Lessons Learned, Mistakes Made and Practical Advice

Integrating successfully into a new position or organization is always a challenge, but how does that change when you are the boss? Join three law firm leaders who will each discuss their unique experience with integrating into their new positions at their respective firms, lessons learned, best practices, and practical advice for both new leaders, and the teams that surround them.

Melanie Priddy, Chief People Officer, Covington & Burling

Dana Gray, Chief Legal Talent & Inclusion Officer, Fish & Richardson

Devin Lintzenich, Chief Attorney Talent Officer, Bass, Berry & Sims PLC

Saying Yes When Your Cup Runneth Over (& Why Would You)?

Many NALP members are balancing their careers with taking care of one or more people who rely on them. Sometimes this makes us reflexively say, “I don’t have the capacity to take on a new role or accept an opportunity for my development. Maybe someday.” But what if taking on something new now actually was the answer? In this panel we will discuss how to evaluate what you really want and how to make it possible to do it, while not burning out or neglecting the people you care for. The speakers personally have experience in saying “yes” to development opportunities during times when it seemed less than ideal, and can speak to how they navigated it.

Pascale Bishop, Mnager of Attorney Integration, Ice Miller LLP

Elisabeth Beal, Assistant Dean for Career Services, William & Mary Law School

Aisha Joseph, Executive Director of Academic Planning and Career Developmen, New York Law School

Cindy Lindsley, Professional Development Manager, Holland & Knight

Teaching and Maintaining Professionalism When Students and Employers Behave Badly

Law students are trained for zealous advocacy, but what happens when their behavior turns unprofessional? Employers recruit our students, but what happens when interest turns into a sense of entitlement? Students and employers count on law career offices to create recruiting pathways. When they don’t get exactly what they want, they can become unprofessional and even hostile. In this interactive session, learn how to maintain strong relationships with our most important constituents, while setting clear boundaries for professional communication and behavior. Learn to separate the message from the delivery, address frustrations (yours and theirs!), and turn any unprofessional interaction into a teachable moment.

Tiffany Tucker, Assistant Dean for Career Development, University of Houston Law Center

Lauren Jackson, Assistant Dean of Career Services, Howard University School of Law

Therese McNulty, Associate Director of Career Planning, CUNY School of Law

Where’s Charlotte When You Need Her? Building a Web of Equitable Support for Your Students and Lawyers

DEI initiatives are most successful when woven into all stages of law schools’ and firms’ administrative functions and operations (recruiting, admissions/hiring, integration, and professional development). We will focus on the web of support that Career Services/PD and DEI teams, working together, can provide for more inclusive and equitable development, engagement, and advancement. Goals include making developmental experiences more meaningful across identities, and guiding students and lawyers in their professional and personal growth. Including DEI professionals in all stages of planning and execution provides culturally competent support for those who identify as members of underrepresented groups and helps increase equity in resource provision.

Jennifer Mencarini, Director of Diversity & Inclusion, Fox Rothschild LLP

Jessica Jacobs, Senior Attorney Training & Compliance Manager, Fox Rothschild LLP

Ray English, Senior Director of Diversity, Equity & Inclusion, Snell & Wilmer

Leigh Ann Benson, Director of Career Development, Cozen O’Connor

11:45 AM – 1:00 PM

City Group and Law School Consortia Leaders Lunch

11:45 AM – 1:00 PM

Networking Lunch

Join your colleagues for lunch.

11:45 AM – 1:00 PM

Experienced Professionals Lunch Meeting

11:45 AM – 1:00 PM

Newer Professionals Lunch Meeting

11:45 AM – 1:00 PM

Section Meetings

1:15 PM-2:30 PM

Concurrent Sessions

Bottoms Up! How to Counsel Students at the Bottom of the Class

As career counselor professionals, we all have the challenge of working with students who are not as academically successful as their peers – but they still want and need those critical internships and jobs. This session will be an interactive discussion of what tools we can use to motivate, direct and counsel our students who may not be in the top 10% of the class – but will still bring added value to an employer.

April Giancola, Director, New England Law Boston

Lorelei Craig, Associate Director for Career Planning and Professional Development, University of Oregon School of Law

Jaime Gay, Assistant Director of Student & Career Services, Cleveland State University College of Law

Building a Coaching Mindset: Training Your Managers to Ask Instead of Answer

We know that successful leaders use coaching to help their teams grow and develop - but as our teams get bigger, the coaching mindset needs to go beyond just the person at the top. In this session we'll discuss how to coach coaching, working with managers and other supervisors on our teams to develop their own management styles that embrace the coaching mindset. We will discuss the best practices of leading through coaching; strategies for helping less experienced leaders implement these best practices; and common challenges that occur in this learning process and how to push through them.

Reva Pollack, Director of Professional Development, Arnold & Porter Kaye Scholer LLP

Jeanna Beck, Director of Career Development & Advancement, Arnold & Porter Kaye Scholer LLP

Charting Career Courses: Exploring Associates' Trajectories through NALP Foundation Research

Drawing on The NALP Foundation's signature studies – Update on Associate Attrition, our joint NALPF/NALP Law School Alumni Employment and Satisfaction Study, and our recent Stay Study on associate retention – this session will provide concrete data on associate hiring, departures, and the early career experiences of young lawyers. We'll also share information on their importance to and impact on associates' careers, and how these may affect recruiting, retention, and institutional loyalty. Plus you'll also get an exclusive sneak peek into our inaugural Canadian Stay Study and how this data aligns with similar findings across the border.

Fiona Trevelyan Hornblower, President & CEO, The NALP Foundation

Jennifer Mandery, Vice President for Research, The NALP Foundation

Skip Horne, Vice President for Engagement, The NALP Foundation

Clerkships 102: Best Practices in Clerkship Advising and Building a Clerkship Culture

Are you looking to advance your judicial clerkship advising skills and strengthen the clerkship culture at your school? Come learn about strategies for increasing faculty engagement, engaging students in clerkship programming, connecting with judges, and tapping the knowledge and mentorship of alumni who have clerked.

Elizabeth Ireland, Associate Director, Career and Professional Development, University of Wisconsin Law School
Jen Pollard, Director of Judicial Clerkships, University of Maryland Francis King Carey School of Law
Amy Nixon, Associate Director of Career Development and Professionalism, Chicago-Kent College of Law

Enhancing Corporate Alumni Programs Through Data Analytics & Technology

In the PeoplePath 2024 Corporate Alumni Benchmarking reporting, we found that 1 in 5 organizations can attribute \$50 million of revenue to alumni assisted sales. Most law firm alumni programs rank business development as the primary goal, with talent acquisition and brand advocacy as a close second and third. However, less than half of all firms are tracking these goals. This session will cover more insights from law firm alumni programs as well as from outside industries, and will focus on best practices, tools techniques, AI, and ways to collect and analyze data to assist strategic firm goals.

Jenn Pedde, VP of Customer Advocacy, PeoplePath

Exploring Intellectual Property (IP): Insights for Legal Recruiters and Career Advisers

Our program will offer a comprehensive overview of recruiting strategies and career advice for legal recruiters and school career advisers eager to explore the field of intellectual property (IP). Panelists will describe various career paths within IP, including patent prosecution and litigation, trademarks, copyrights, and trade secrets. For recruiters, we'll go over best practices and how to approach hiring for your IP group. For advisers, we'll share guidance on advising students to navigate these opportunities.

Norman Chen, Firmwide IP and Chicago Recruiting Manager, K&L Gates
Craig Compton, Assistant Dean of Career Services, UC Davis School of Law
Steve Fundarek, Manager, Legal Recruiting - Intellectual Property & West Region, Foley & Lardner LLP
Shaina Hearn, Legal Attorney Recruiting Manager, Perkins Coie, LLP Fisher & Phillips LLP

Informal Interventions: Day-to-Day DEI in Professional Development

Formal DEI initiatives are important in addressing challenges common to individuals from underrepresented groups. But sometimes legal career professionals offer the most effective assistance when we use our positions strategically to help individual lawyers navigate specific relationships or systems that threaten their career trajectories. This interactive session will explore creative ways to address DEI-related challenges affecting lawyers at work and in performance management/progression. We will consider differences in employer size/structure and how our specific roles affect our strategies. Attendees will leave with new ideas and motivation to intentionally deploy "informal interventions" to support equity and inclusion in their settings.

Melanie Rowen, Manager for Attorney Development & Programs, Latham & Watkins
Marlon Lutfiyya, Director of Talent & Diversity, Neal, Gerber & Eisenberg LLP
Courtney Carter, Director, Diversity, Equity & Inclusion, Jenner & Block LLP

Leadership Development: From Law Student to Associate

The program will discuss leadership as a fundamental component of successful lawyering. Speakers will provide three perspectives on leadership programming for law students and lawyers, and ideas for building these programs at law schools and legal organizations. Topics will include information about the

critical leadership skills that firms need entry level lawyers to possess, the development programs that are effective for new and mid-level associates, and options for addressing these skills in the law school curriculum, in the career services space, and in other leadership development opportunities in law school.

*Sarah Beznoska, Assistant Dean, Student and Career Services, Cleveland State University College of Law
Lee Fisher, Dean, Cleveland State University College of Law*

Greg Miarecki, Executive Assistant Dean for Career Planning and Professional Development, University of Illinois College of Law

Jennifer Little, Senior Manager of Attorney Development, Haynes Boone

Makin' the Boss Moves: Becoming an Effective Manager

Calling all aspiring and newly minted managers - step into your leadership journey with confidence and purpose! Our program will help you navigate the transition from top performer to impactful leader. While some organizations offer structured leadership training, many of us are left to navigate this transition solo. Our session will provide invaluable insights and strategies for making this leap from individual contributor to visionary leader. Join us to gain the tools and confidence needed to cultivate a team that not only thrives but achieves remarkable results. It's time to unlock your leadership potential and pave the way for collective success.

Michael Nguyen, Director, Talent Acquisition, Davis Wright Tremaine

Kara Sommers, Director of Legal Recruiting, Munger, Tolles & Olson LLP

Ramji Kaul, Assistant Dean for Career Planning, University of Michigan Law School

Productivity Myths Busted: Separating the Facts of High Performance from the Fiction

Work culture is full of myths that impact everything from sending emails all the way to our sense of worthiness. Both implicitly and explicitly, productivity culture has redefined what we expect from ourselves, our communities, and our workplaces. And while there is general agreement that doing things constantly does not actually lead to getting things done, parsing out the realities of high performance and health, can be difficult. What is the role of rest? Multitasking? Are devices helpful? What about the idea of "digital detoxing"? What comes first, fulfillment or success? Join us to explore the myths that pervade our day to day experience of work, and learn what actually makes a difference.

Kara Hardin, Lead Executive Officer, The Practice Lab

Rock 'n Roleplay: The Trainer's Playlist for Fun and Active Learning Techniques

Hit PLAY. Learning is much more effective when participants are actively engaged. In this train-the-trainer workshop, we'll show you examples of hands-on training techniques playing with Lego mini figures, critical thinking cards, music and video, ice breakers, puzzles and games, and everyday household items to enhance professional skills building and learning retention. We'll bring the toys. You bring the experience. We'll also share our favorite free and low-cost resources for creating learning and will invite participants to share theirs.

Andy Hales, Vice President, Professional Development & Training, Venable LLP

Kelly Frager, Professional Development Partner, Kelly Frager Professional Development

Secrets of Partner Compensation and the Impact on Lateral Recruiting

Since compensation touches so many aspects of lateral partner recruiting (e.g., how much the candidate will be paid, how much a search consultant will be paid, how interested the candidate and the law firm

are in one another, the basis upon which a candidate may ultimately be judged, etc.), it is crucial to understand the variety of partner compensation systems in use and how they work. And just as important, how supposedly similar compensation systems may vary dramatically from one firm to the next. The second half of this program will focus on seven revealing questions every candidate, search consultant, and law firm recruiter should ask before finalizing a deal for a lateral partner. Too often firms and candidates gloss over critical issues that may destroy the long-term success of the union. These 7 questions will dramatically increase the odds of success for both candidates and firms alike.

Blane Prescott, Managing Shareholder, MesaFive LLC

Supporting Lawyers of Color: Don't Wait Until They are Leaving

NALP found that the attrition rate for associates of color was higher than for associates generally. This conclusion is supported by the outplacement transition support being provided by organizations like Volta. Being asked to leave a firm is devastating, but many firms provide transition support. For some associates, this is the first time they receive intentional support for their career. Instead of providing support after the fact, how can firms address the root cause of attrition and disengagement, and lower the risk of an associate being transitioned out? We will examine experiences of associates of color and spotlight ways to provide individualized support toward professional success and increased engagement during an lawyer's career, resulting in clarity of goals/skills, increased resilience/confidence and greater success.

Ami Scott, Consultant and Coach, Volta Talent Strategies
Koriambanya (Kori) Carew, Founder and Chief Catalyst Officer, Bridge 68 LLC
Lane Vanderslice, Coach, Volta

2:30 PM-3:00 PM

Break

3:00 PM-4:00 PM

Concurrent Sessions

Beyond "Next Slide": Building Effective, Hands-On Substantive Training Programs

As PD professionals, we know that interactive, learn-by-doing training programs are the most successful in helping lawyers develop the substantive skills needed to effectively practice. But have you heard, "it's too much work" or "there's just too much information – let's use a PPT"? In this session, we will explore how three firms have approached their substantive training programming, ranging from litigation-focused workshops on depositions and mock trials, to transactional-based programming on contract drafting and negotiations, and IP prosecution. We will discuss designing interactive substantive programming, getting buy-in from leadership and faculty, building agendas, and preparing faculty.

Jessica Jacobs, Senior Attorney Training & Compliance Manager, Fox Rothschild LLP
Jenny Ryan, Senior Manager, Professional Development, Morgan Lewis & Bockius
Jeff DaRocha-Boyle, Director of Professional Development, Fish & Richardson, P.C.

Creating and Implementing LGBTQ-Inclusive Policies at Your Law School

This program will discuss strategies that law schools can implement to create LGBTQ-inclusive policies and support for their students. We will discuss what is being done at law schools nationally, based on the results and trends identified in the LGBTQ+ Bar's survey on best practices regarding LGBTQ+ inclusion efforts among law schools. The panel will share the experiences of three law schools - a public state

university, a private Christian-based university, and a private stand-alone law school - to discuss the steps taken at those institutions to ensure a more welcoming, inclusive and non-discriminating environment for their LGBTQ+ students, faculty and staff. We will also create space for participants to share success stories and struggles from their law schools and law firms and discuss the challenges highlighted in these case studies, especially considering emerging issues under the current presidential administration. Finally, we will discuss key takeaways when implementing best practices, and direct participants to resources from across the profession for further support and education.

Brad Grimes, Assistant Director, Meredith Center for Career Services and Professional Development, West Virginia University College of Law

Kristine Bridges, Assistant Dean of Career Development, Baylor Law School

Seth Mills, Director, Public Service and Pro Bono Initiatives, New York Law School

Cultivating Courage and Building Cultures of Growth

What would you do if you weren't afraid? What conversations would you have? What opportunities would you say yes to? What risks might you take? In law, fear often lurks below the surface or behind a facade of perfectionism, bravado, and control. It can drive our thoughts, behaviours, goals, and decisions and may have a chilling effect on the success of individuals, teams, and leaders. It can disproportionately affect students, women, and underrepresented groups who face systemic barriers, bias, and a lack of support. This program will facilitate dismantling and reframing our relationship with fear. We'll explore practical strategies to cultivate courage, shift mindsets, leverage allyship, and build cultures of growth, opportunity, and excellence.

Sandra Montanino, Founder and Principal, Navig8 Professional Development Inc.

Chantelle Courtney, Founder and Principal, Inflection Point Coaching & Consulting

Feedback Across Difference

We are seeing trends on how leaders are hesitating to give meaningful feedback across identity difference. Effective feedback, especially across race and gender based differences, is essential to a successful workplace. This workshop will help participants understand the importance of meaningful feedback and explore ways to give effective feedback in order to have the difficult conversations, and encourage growth. Integrating consistent and impactful feedback can change the company culture, ultimately making it more productive. Participants will also have an opportunity to practice giving feedback, adapting their feedback to different situations, and implementing better ways to actively listen.

Rudhir Krishtel, CEO/Founder, Krishtel LLC

Finding Your Path to Impactful Advocacy: Supporting Students & Employers Through the Exciting (and Daunting) Public Service Search

Shifting hiring timelines are creating increased pressure on students to secure a job early in their law school career. For public service students, this pressure can create a tension between their interest in security (accepting a job early in the process) and pursuing the mission-driven employment that motivated them to attend law school. In this session, public service employers and law school advisors bring in their unique perspectives from different vantage points. Public service employers will discuss the impact of earlier private sector recruiting on their summer internship programs. They will also discuss what makes a strong candidate for summer internship and post-graduation positions. Law school advisors will focus on effective strategies for counseling students as they take advantage of the chance to try several employment opportunities before carving out the right path for themselves. The session will

also provide a space for attendees to discuss their experiences regarding the unintended effects of earlier hiring timelines.

Jamie Reisman, Director of Public Interest Career Strategy & Counseling, University of Pennsylvania Carey Law School

Melissa Picciola, Director of Pro Bono & Community Partnerships, Legal Aid Chicago

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

Ken So, Senior Deputy City Attorney, San Diego City Attorney's Office

Global Thinking and Clerkship Success

As clerkship advisors, we encourage students to think broadly about the geographic scope of their clerkship searches. So, when their broad thinking raises questions about clerking for an international court or tribunal or about clerking in the US without having US citizenship, we need to be ready! In this session, we will address how to educate candidates about clerkship opportunities outside of the US, talk about how to best support non-US citizen students who are interested in US clerkship opportunities, and discuss the financial considerations facing both groups of clerkship seekers.

Julie McLaughlin, Director, Career Counseling and Professional Development, The George Washington University Law School

Clara Solomon, Senior Director, NYU School of Law

Caroline Springer, Assistant Dean, Graduate Careers, Georgetown University Law Center

Anne McFadden, Associate Dean, Student Services; Dean of Students, Indiana University Maurer School of Law

Here, There and Everywhere: Best Practices for Multi-Office Recruiting

In today's dynamic legal landscape, many legal recruiting professionals juggle entry level or lateral recruiting across multiple offices. This session addresses the unique challenges of recruiting in markets that you don't physically reside in or know the lay of the land. We will explore strategies for building strong relationships with CSOs, search firms and lawyers, staying informed on market trends in unfamiliar territories, and planning and executing summer programs from afar.

Linda Bystrowski, Senior Lateral Associate Recruiting Manager, Troutman Pepper

Caity De La Rosa, Manager of Attorney Recruitment, Honigman LLP

I've Got Big Jobs in Smaller Places: Embracing Opportunities in "Wide Open Spaces".

We have all heard about the "Legal deserts" and the resulting access to justice issues they represent, and the related aging out of lawyers in rural and smaller communities. These deserts represent an extraordinary and untapped economic and professional opportunity for students. Come and learn how to build and leverage programs that connect students with incredible legal opportunities in smaller communities, and how these efforts can also support your school in cultivating alumni and donors, and in building credibility with elected officials.

Casey Parker, Director, Career Services, Southern Illinois University Simmons Law School

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

Arturo Thompson, Assistant Dean of Career Development, University of Utah S. J. Quinney College of Law

Tony Waller, Assistant Dean, Career Development Office, University of Georgia School of Law

Meet Me in the Middle: Professional Development for 2Ls

2L year, as students are transitioning from being full-time law students to working in a client-centered profession, is a ripe opportunity for law schools and legal employers to provide impactful professional development. How can law schools and legal employers work together to capitalize on this pivotal period

in a law student's development? Join us to explore how law schools and legal employers can collaborate and provide opportunities for 2Ls to develop a sense of responsibility for serving clients and the profession and a commitment to their continuous professional development.

Elizabeth Crane, Director of Career & Professional Development, University of South Carolina Joseph F. Rice School of Law

Jolynn Caroline, Senior Director for Inclusive Excellence, Career Planning and Professional Development, University of Illinois College of Law

Carole Deeter, Professional Development Manager, Thompson Hine LLP

Julie Dietrich, Asst. Dean for Career and Professional Development, The Catholic University of America, Columbus School of Law

Operationalizing Neurodiversity Success in Law Firms: “Working with Me” Technique

Join one of your NALP colleagues and her law school classmate, a former international big-law associate, boutique firm partner, and current senior in-house lawyer, professor, and entrepreneur who has leveraged her personal neurodiverse identity to develop the “Working with Me” functionality that can benefit your organization. This workshop gives participants an opportunity through an active role play to discuss ways to raise awareness and advocate on behalf of the neurodiverse lawyer population. The takeaway can be implemented in various ways within teams to recognize potential obstacles and unearth hidden benefits that may have been otherwise overlooked.

Lisa Bench Nieuwveld, Founder & Senior Lawyer, Inclusief Consulting

Jennifer Little, Senior Manager of Attorney Development, Haynes Boone

Recipes for Successful Networking for Everyone (or Anyone)

Networking can feel icky. Yet even as developing new relationships – often with strangers – is ever more critical for law students, lawyers, and legal career professionals, many resist our best efforts and tips on how to meet someone new. No longer. This session presents proven, research-backed frameworks for requesting and conducting informational meetings and answering “tell me about yourself” effectively every time to predictably convert strangers into advocates. NALP members from all types of organizations can benefit from this information both for themselves and to pass along to others in their organizations.

Steve Dalton, CEO, Contact2Colleague

Bruce Elvin, Associate Dean & Sr. Lecturing Fellow, Duke Law School

Mary Maher, Alumni Relations & Career Strategy Mentor, Jenner & Block

Unveiling the Diversity of Today's Law Students

Who are today's law students and how will their tremendous diversity affect recruiting and hiring? What does the first class to be admitted to law school after the Students for Fair Admissions Inc. v. President & Fellows of Harvard College decision really look like? Where are current first-year law students actually coming from? By using U.S. neighborhood insights, we can consider the implications for access to justice. Experts from LSAC, IILP, and LSSSE will present the latest data on the breadth and depth of diversity measured among today's law students and will discuss the implications for the legal job market.

Zachariah DeMeola, Senior Director of Strategic Initiatives, LSAC

Sandra S. Yamate, Chief Executive Officer, Institute for Inclusion in the Legal Profession

Chad Christensen, Project Manager, Law School Survey of Student Engagement (LSSSE)

Elizabeth Bodamer, Director of Research, LSAC

Where are the Candidates? – Advanced Recruiting Techniques to Fill Difficult Lateral Searches

Law Firm recruiters are familiar with the dreaded call: a stakeholder at your firm has opened a lateral search and you know it will be difficult to fill. Perhaps your firm treats the practice differently than others, or maybe they're looking for the elusive star Class of 2021 or 2022 associate, which we know is difficult given frequent turnover during the pandemic; or maybe the partner is being too picky given the market conditions. We are here to help. With combined experience spanning over 30 years in some of the most competitive legal hiring landscapes, we've seen a lot and want to share insights on how to recruit effectively in what's bound to be another tough hiring season.

Stephanie Biderman, Partner, Major, Lindsey & Africa

Ru Bhatt, Partner, Major, Lindsey & Africa

Cristina Attard, Senior Manager, Legal Recruiting, Davis, Polk & Wardwell

Peter Van Name, Manager of Legal Recruiting, Wachtell, Lipton, Rosen & Katz

4:15-5:15 PM

Regional 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.

7:00-11:00 PM

Member Celebration

Join us at the Rock & Roll Hall of Fame! Enjoy the many interactive exhibits about the history of rock and roll, even put a band together and make your own music with real instruments in the interactive Garage activation. Limited busses will leave from each hotel. The Rock Hall is also an easy walk from all the hotels.

Thursday, April 10, 2025

6:30 AM

5K Fun Run and Walk

We will combine networking and wellness by hosting a 5K Fun Run and Walk along the water in Edgewater Park with proceeds benefitting our social impact partner, Equality Ohio. The park has sweeping views of the lake and downtown Cleveland. The fee for the race is \$25 which will be donated to Equality Ohio. T-Shirts are available for an additional \$25. Runners and walkers are welcome! Buses will leave from the Hilton to Edgewater Park.

7:30 AM-4:30 PM

Registration and Resource Center Open

7:30 AM-9:00 AM

Continental Breakfast and Coffee Service

9:00 AM-9:45 AM

Plenary: Marriage Equality

As the named plaintiff in the landmark Supreme Court case Obergefell v. Hodges, Jim is in a unique position to share the story of how love, loss, dedication and commitment can lead to a court decision

positively impacting our entire nation. From a spontaneous decision to propose to his partner of more than 20 years to a call from President Obama on the plaza of the Supreme Court, Jim takes his audience along on his moving story about living up to his promises and commitments to the man he loved.

Jim Obergefell, Author & Activist

9:45 AM-10:00 AM

Break

10:00 AM-11:00 AM

Concurrent Sessions

Collaborative Inclusion: Creating A Seat at The Table for Those Without a J.D.

Despite their crucial role, staff in law firms and law schools face under-recognition and inequitable support, leading to a lack of inclusivity. In this program, we'll navigate the existing legal hierarchy, identify common inequities faced by non-JD staff, and how to implement best practices tailored to their needs. Participants will learn to address bias, foster staff retention, and empower staff to become their own advocates. We'll delve into strategies to engage allies to cultivate a sense of belonging, explore effective methods for integrating staff into programming, and equip you to build a culture where everyone feels valued and respected.

Maegan Helm, Inclusion, Diversity, Equity & Belonging Specialist, Frost Brown Todd

Donna Lee, Assistant Dean for the Office of Professional Development, Louisville D. Brandeis School of Law, at the University of Louisville

Kim Amrine, Founder and CEO, Kim Amrine Consulting, LLC

Jimmi Nicholson, Director of Pipeline Development and Outreach, The University of Texas School of Law

Exuding Confidence: A Scientific Approach to Authentic Leadership

Leadership can feel like a trait that is either ingrained in us or not. Up to 51% of human resource practitioners state executive presence is difficult to define – but 81% say it's easy to spot. In this highly interactive workshop, we will take a scientific approach to developing our own authentic sense of leadership. We will explore emotional resilience techniques that allow you to make level-headed decisions, the psychology of body language, speech patterns that ensure your message is effectively communicated, and how to be our own best advocate.

Jennie Malloy, Executive Coach & Speaker, jenniemalloy.com

From Awareness to Action: Enhancing Accessibility in Legal Education and Practice

This interactive panel will discuss how firms and law schools can best support lawyers and law students with disabilities (disabilities will include those individuals with neurodiversity, ADHD, depression, etc.). We will also share our personal experiences and best practices to support individuals with disabilities. We will employ scenarios/hypotheticals for participants to learn practical ways to navigate each case. In doing so, we hope to start a path toward more openness and willingness to discuss disability in general, as well as provide tips and tools to allow firms and law schools to create more inclusive environments.

Ndidi Amadi, Assistant Director, Career Counseling, The George Washington University Law School

Beka Anardi, Senior Recruiter, Davis Wright Tremaine

Deshawn Cook, Diversity & Inclusion Coordinator, Williams & Connolly LLP

Sheryl Roberts, Legal Recruiting Manager, Smith Anderson Blount Dorsett Mitchell & Jernigan, LLP

Mind the Gap: Tackling Law Student Professional Development Deficiencies

We will discuss gaps in law student preparation to practice, including soft skills like communication with peers and supervisors and understanding of professional norms, while in law school. The gaps we identify will be based on Professional Formation Work done by the Holloran Center and also our own informal survey of employers. We will provide tips on how schools can address these gaps and discuss school and law firm programs that have worked to better prepare students to practice, especially First-Generation students. Finally, we hope to open a discussion of the various methods schools and employers use to address these gaps in professional development.

Diana Mercer, Director, Career Development Office, Loyola University New Orleans College of Law

Lorelei Craig, Associate Director for Career Planning and Professional Development, University of Oregon School of Law

Sarah Hadjimarkos, White Collar Group Practice Manager, Gibson Dunn

Opening Doors: Enhancing Access to Post-Grad Public Interest Fellowships

Post-graduate public interest fellowships are essential pathways for lawyers entering the non-profit legal sector. However, the competitive application process and funding uncertainties pose significant barriers to access. This panel, led by stakeholders representing different stages of the fellowship cycle—including public interest career advisors, a fellowship funder, and employers/host organizations—will provide participants with a deeper understanding of the types and purposes of public interest fellowships, explore their benefits through the perspectives of law schools, funders, and employers, and identify barriers to equitable access. The program will demystify these crucial opportunities, address their inherent challenges, and generate strategies for expanding access to fellowships. Join us for a discussion dedicated to empowering the next generation of public interest lawyers and advancing equity in the fellowship process.

Therese McNulty, Associate Director, Career Planning, City University of New York School of Law

Kathleen Rubenstein, Executive Director, Skadden Foundation

Devi Patel, Legal Recruitment Manager, Southern Environmental Law Center

Colleen Cotter, Executive Director, The Legal Aid Society of Cleveland

Pedagogy for Practitioners: Tools for PD Leaders to Enhance Lawyer-Led Training

Despite their expertise in law, many lawyers find themselves as "accidental educators," tasked with leading internal trainings without formal teaching experience. This workshop will arm professional development leaders with practical tools, templates, and strategies to help our lawyers deliver more impactful, more engaging internal trainings. From lesson planning to audience participation, we will cover best pedagogical practices that can be integrated seamlessly even by lawyers with the most demanding schedules. Join us to transform good lawyers into great educators, fostering a culture of continuous improvement and professional growth within your organization.

Benjamin Sachs, Professor, University of Virginia School of Law

Natasha Zech, Director of Attorney Recruiting, Diversity & Development, Williams & Connolly LLP

Nicholas Alexiou, Director, LL.M. and Alumni Advising, Associate Director, Career Services, Vanderbilt Law School

Rise of the Machines: Use & Abuse of AI in Career Counseling & Recruiting

The AI Revolution is here, and it's becoming more important for law schools and law firms to embrace it. Learn how law firms are already using AI recruitment tools in their hiring process, and exploring

boundaries to make sure the use of AI does not harm inclusivity. Understand how to guide law students in using AI responsibly and efficiently during their job search, and discover ways in which career counselors can take advantage of AI to improve their counseling services. You'll leave with AI policy guidelines and an action plan. These tools will help career offices and law firms navigate the challenges posed by the rise of the machines.

Laurie Feldon, Assistant Director, Georgetown University Law Center
Ashley Gardner, Attorney Recruiting & Development Manager, O'Melveny & Myers LLP

Separating Fact from Fiction in Lateral Partner Recruiting

How can you tell what is real from what is puffery when evaluating lateral partner candidates? Take a deep dive into the Lateral Partner Questionnaire with our experts who spend long days in the weeds parsing the numbers and answering questions of client portability; go beyond the numbers with law firm insiders who assesses reputation, "soft skills," and "fit;" and learn how to best partner with your outside search consultants to get what you need to identify and land the best candidates for your firm's successful strategic growth through lateral partner and group acquisition.

Melissa Peters, Owner, MP Legal Search LLC
Tocarra Brooks, Chief Strategic Recruiting Officer, Eversheds Sutherland
Craig W. Budner, Global Strategic Growth Partner, K&L Gates LLP
Dyana Barninger, Senior Director of Legal Recruiting, Faegre Drinker

Teamwork Makes the Dream (Career) Work: Law School and Law Firm Partnerships for Student and Associate Well-Being

Law schools and legal employers play a vital role in law student and associate well-being. Panelists will highlight some of the main stressors law students and new associates face, including early recruiting, a competitive market, pressure to accept offers, the transition from summer associate to associate, and finding balance. We will share how law schools and legal employers across the industry can effectively partner on wellness initiatives and together, provide support for law students and associates we work with. Panelists will share how to create partnerships, develop a communication plan, get buy-in from stakeholders, and provide specific examples of best practices and wellness programs to adopt and incorporate.

Alisa Benedict O'Brien, Assistant Dean of Career Services, Strategic Initiatives and External Affairs, The University of Akron School of Law
Crystal Arnold, Sr. Talent Acquisition and Professional Development Manager, Ropers Majeski
Karen Fischer, Director of Legal Recruiting, Husch Blackwell
Lynnore Thames, Executive Director of Employer Relations and Outreach, New York Law School

The Evolving Lawyer: Integration by Level

Rethink lawyer integration! This panel explores why a one-size-fits-all approach to integrating associates and partners isn't optimal. Join us as we discuss the benefits of integrating lawyers based on experience level. Discover how this fosters engagement, optimizes skill development, and maximizes firm efficiency. Leave with practical strategies to implement a multi-tiered integration model in your firm.

Kaushi Muthukuda, Director of Attorney Professional Development, Honigman LLP
Melissa Berry, Director of Attorney Development, Perkins Coie LLP
Dorianna Phillips, Director of Attorney Recruiting, Fisher Phillips

Jordan Roznowski, Director of Partner Recruitment, Fox Rothschild LLP

The Kids Are Not Alright: Helping Students in Crisis

Do you find yourself feeling more like a therapist than a career counselor lately? More than ever, law students are facing health, financial, legal, family, and other personal circumstances that make it difficult to focus on their professional development, and CSO professionals must adjust their advising to ensure students are poised for success. In this presentation, we will discuss the importance of maintaining empathy and “meeting students where they are” in order to create individualized career development strategies that account for outside demands while upholding our own professional boundaries. Participants will leave better equipped to communicate with and empower students in crisis.

*Rachel Martin, Director of Clinics, Externships, and Public Interest, Samford University Cumberland School of Law
Paige Yarbrough, Director of Career and Professional Development, Samford University Cumberland School of Law
Alice Emerson, Assistant Dean for Career Services, Lewis & Clark Law School*

The Start of a Beautiful Friendship: Engaging with Student Groups

Fostering long-lasting partnerships between law schools and employers through student organizations is crucial. In this session, we will share strategies and tips for career services offices and employers to engage with student organizations and student affairs. Learn how to leverage these connections to effectively promote and achieve recruiting and professional development goals.

*Hailey Floyd, Associate Director of Employer Engagement, Career & Professional Development, University of South Carolina Joseph F. Rice School of Law
Christina Rosario, Legal Recruiting Specialist, Schulte Roth & Zabel
Alex Piller, Director, Career Planning and Professional Development, University of Illinois College of Law*

Writing Skills for NALP Members: Five Rules For Clear Communication

Do you receive dozens of written requests every day? If so, you are not alone. In recent years, email and instant messaging have increased the pressure for legal career professionals to respond to requests promptly and clearly. This workshop will equip you with the tools to be a strong communicator in today’s legal environment. Specifically, this workshop will explore five techniques for drafting unambiguous emails and documents. By applying these techniques, you will be able to compose correspondence that resonates with lawyers and law students. This will lead to consistent approval of your ideas and, ultimately, opportunities for career advancement.

Ryan Standil, Owner, Write To Excite

11:00 AM – 11:30 AM

Break

11:30 AM-12:30 PM

Concurrent Sessions

Don't Wait Until They Leave! How to Use Stay Interviews to Improve Retention

Stay interviews provide invaluable insights into what keeps employees engaged and what might drive them to leave. Through these annual discussions, you can improve retention, satisfaction, and overall engagement. Our experienced presenters, who have been successfully conducting stay interviews and shaping the organizational culture, will share real-world stories of challenges and wins. You'll walk away with practical, actionable insights drawn directly from their hands-on work, ready to implement in your

own organization for immediate impact, including the best questions to ask and how to get buy-in from all levels of leadership.

Michele Richman, Chief People Officer, Lawline

Miylië Roan, HR Generalist, Lawline

Matt Galando, Learning & PD Consultant, K&L Gates LLP

Engagement 2.0: Why Coaching Beats Perks Every Time

Ditch the kombucha bar, and trust us, no one's engagement is boosted by perks. True engagement is about unlocking the "why" behind the work, building an environment where people aren't present—they're invested. This panel dives into coaching as the catalyst for this transformational culture shift. Learn how scaled group and individual coaching fosters purpose, fuels continuous growth, and creates a culture of ownership, commitment, and fulfillment. Discover how to move beyond surface-level perks and cultivate a workplace where employees are inspired, connected, and eager to go the extra mile.

Yuliya LaRoe, CEO / Law Firm Leadership & BD Consultant, LeadWise Group, Inc

Laura Yerhot, Career Coaching & Planning Manager, Troutman Pepper LLP

Christie Mizer, Director of Professional Development & Coaching, Beveridge & Diamond PC

Everyday Inclusion: Turning Theory into Action

Firms across the globe invest time and money to support diversity and inclusion efforts. But if their population doesn't fully understand how to put theory into action, then there is a risk of the efforts plateauing. Using our interactive learning approach, we engage participants with a drama-based scenario, focused on typical inclusion challenges within a firm, to help them identify and develop a deeper understanding of what behaviors and mindsets support everyday inclusion. Join us for a lively conversation and for practical takeaways to support being more inclusive in your firm.

Simon Thomson, Director, Steps Drama Learning Development

Allen Liedkie, Head of Business Development - US, Steps Drama Learning Development

Amanda Salazar, Steps Associate, Steps Drama Learning Development

Shane Taylor, Project & Design Manager, Steps Drama Learning Development

Holistic On-Boarding: Adding Balance, Authenticity, and Financial Wellness to Entry Level Programs

Want to create an innovative on-boarding experience that prepares your newest lawyers for more than just the technical skills of legal practice? Retention begins with recruiting, hiring and on-boarding. Our expert panel will guide you through the integration of essential skills that address the daily challenges of the legal profession. Learn how to equip your entry-level lawyers with the tools to manage stress effectively, cultivate a culture of authenticity, and establish a foundation for financial freedom. Whether you're looking to enhance your current program or introduce standalone elements, this session will provide practical insights into creating an on-boarding process that fosters well-rounded, thriving legal professionals.

Pascale Bishop, Manager of Attorney Integration, Ice Miller LLP

Kendra Brodin, Founder & CEO, EsquireWell

Koriambanya (Kori) Carew, Chief Catalyst Officer/Founder, Bridge 68 LLC

Eryn Schultz, Founder, Her Personal Finance

Innovative Ways to Build Well-Being and a Supportive Culture into Summer Programs

It is almost necessary in this day-and-age for firms to sprinkle some well-being sessions/events into their summer program, but most firms struggle to meaningfully build well-being into their summer program in a way that palpably impacts the summer associates and leaves a clear impression that the firm is an industry leader in prioritizing well-being and a supportive workplace culture. In this program, a Director of Recruitment who has overseen countless summer programs and a well-being/culture expert will share a collection of innovative yet simple (and costless) well-being-related actions your firm can take that will allow it to truly differentiate itself from the industry norm. This will result in your summer associates feeling a deep sense of psychological safety at the firm and immense gratitude that they chose a firm that sincerely cares about their well-being and the creation of a supportive culture.

Jarrett Green, Well-Being, Resiliency & Peak Performance Consultant, NKB Consultancy

Nancy Parker, Director of Attorney Recruitment, Fried, Frank, Harris, Shriver & Jacobson LLP

Legal Talent Trajectory 2025: Diversity, Hiring Patterns, and Market Shifts

Our program will delve into a wide range of topics, including law firm gender and ethnic diversity hiring patterns, regarding recruits and lateral hires. We'll explore domestic recruiting trends for both new and lateral associates, as well as examine exit data across various practice areas. Additionally, we'll analyze the time it takes for associates to be promoted to partner level, trends in job demand within the legal sector, and insights into new office openings and closings. Lastly, we'll identify emerging markets within the legal industry landscape.

Laura Leopard, CEO & Founder, Leopard Solutions

Peter Goldfeder, Managing Partner, The PeterSan Group

Scott Love, President, The Attorney Search Group

Carmen Kelly, Global Director of Lateral Recruiting, Morrison & Foerster LLP

Mission Possible: Public Service Careers in Military Law

Home to the oldest, largest, and most diverse "law firms" in the United States, the armed forces give students and lawyers the turbo boost they need to lead rewarding legal careers in public service! Come learn from each branch about what it means to practice military law, the different pathways to become a JAG, and how to submit a successful application.

Leah Gould, Assistant Dean of Public Interest, Northwestern University Pritzker School of Law

LTC Madeline Gorini, Chief, Judge Advocate Recruiting Office, United States Army

LCDR John White, Director of Recruiting, Navy JAG Corps, United States Navy

Capt Aneisha Bell, Chief of Recruiting, Professional Development Directorate, Office of the Judge Advocate General, United States Air Force

Navigating the Fastest Path to Market Share: Strategic Lateral Recruitment

Ninety-seven percent of law firms rely on laterals to drive growth; recruiting lawyers with portable business, done right, can produce faster and more direct results. Yet in most firms, thoughtful lateral strategy is an afterthought. This panel will explore the synergies between lateral recruitment, onboarding and integration, and strategy. It will show how talent professionals can apply their skills in market segmentation, prospect targeting, and competitive intelligence to stop "random acts of hiring" and work toward purposeful growth in crucial markets. We will feature the latest data about the lateral hiring landscape and offer frank perspectives from legal superstars.

Julie Henson, Chief Growth Officer, Decipher Investigative Intelligence

Ann Rainhart, COO, Fredrikson & Byron

Michael Ellenhorn, Founder & CEO, Decipher Investigative Intelligence

Professional Identity Formation: Practical Tips for Complying with Standard 303

ABA Standard 303(b)(3) requires law schools to provide substantial opportunities for students to develop a “professional identity.” Since the ABA promulgated this new standard, law schools have been developing professional identity formation strategies in many different ways, often leveraging pre-existing programs and initiatives for this new purpose. You will learn how law schools are approaching compliance with this relatively new requirement, how those strategies are preparing students for practice, and what the ABA has seen from law schools through its accreditation process since it began to mandate professional identity formation programs.

Greg Miarecki, Executive Assistant Dean for Career Planning and Professional Development, University of Illinois College of Law

Jennifer Rosato Perea, Managing Director, American Bar Association, Accreditation and Legal Education

Jerome M. Organ, Bakken Professor of Law and Co-Director of the Holloran Center for Ethical Leadership in the Professions, University of St. Thomas School of Law

Sarah Dylag Beznoska, Assistant Dean for Student and Career Services, Cleveland State University College of Law

The Career-Critical Skill We Are Never Taught: How to Listen

Humans listen distractedly: We have short attention spans, and many things (read: screens) compete for our attention. Never learning how to listen impacts our ability to forge connections with others and our efficacy at work. In this interactive workshop, our diverse, cross-functional team of senior professional advisors and coaches will share a five-step framework for improving your listening skills. Notably, you will learn what “effective listening” actually means, gain insight into the data behind its efficacy, and design a personalized strategy to apply your new listening skills today, driving greater success at work and home.

Adrienne Prentice, Co-founder and CEO, Keep Company, Inc.

Jonathan Lewis-Gill, Director of Wellbeing, Pillsbury Winthrop Shaw Pittman

H. Sandra Bang, Founder and CEO, Sable Group

“They Don’t Get It!” Let’s Hear from the Law Students

We all want to help law students navigate recruitment, but it's hard to know what they know...and don't know. Law firms and law schools alike hear, “Why don’t all firms just interview at the same time? Should I apply three times to the same firm? Are all BigLaw firms the same?” We’re going straight to the source to understand today’s law students. What do they know, wonder, love, and hate about recruiting? As a result, how can employers, law schools, and vendors best support them? Join our panel to watch recorded interviews with law students — paired with law student market data — and break it down together.

Katherine Allen, Co-Founder & CEO, Flo Recruit (moderator)

Ramji Kaul, Assistant Dean for Career Planning, University of Michigan Law School

Lisa Feden, Director of Legal Recruiting, Ballard Spahr

Katie Calabrese, Director of Entry Level Recruiting, Ropes & Gray

Angélica Salinas-Evans, Assistant Dean for Career Services, The University of Texas School of Law

Tough Conversations with Tough Students: High Impact Strategies and Tactics for Counselors

Some students or situations challenge our counseling skills. There’s the frequent flier not following through, the second-career student believing you have nothing to offer, the 1L or foreign-trained LLM

student determined to land an elusive BigLaw job, the recent graduate contemplating quitting after only six months, and the international student who expects you to draft their application materials. Each may test your patience and counseling skills. In this interactive session, we'll outline common tough counseling situations and provide strategies and tactics for approaching them with empathy, honesty, practicality, and directness, and with an understanding of the impact on student wellness.

Marci Fulton, Assistant Dean for Employer Relations and Outreach, University of Colorado Law School
Alecia Bencze, Director of Career Services and Strategic Initiatives, The University of Akron School of Law
George Podolin, Assistant Dean for Career Services, William & Mary Law School
Shanza Qureshi, Associate Director of Graduate Careers, Georgetown University Law Center

Toward More Equitable Performance Management Systems: The Case for Bias Interruption, Metrics and Calibration

Designing, implementing, and managing the performance review process for lawyers must include consideration of effective tools to identify and remove unconscious bias that can pollute the results. Research has shown that straight white men tend to be judged on their potential, while women, BIPOC, and members of the LGBTQIA+ community are scrutinized on their performance. By putting consistent metrics in place, using calibration, and implementing bias interrupters this insidious problem can be better recognized and the effects blunted. Join us to learn more about both theory and practice, and discuss specific measures your organization can take to ensure better outcomes.

Douglas Ebeling, Manager, Performance and Professional Development, Schulte Roth & Zabel LLP
Courtney Carter, Director of DEI, Jenner & Block

12:30 PM – 1:45 PM

Public Service Luncheon

Join your colleagues for a special presentation by our social impact partner, Equality Ohio. Maya Simek, who serves as the Co-Legal Director at Equality Ohio, where she developed, launched (2019), and is now supervising a state-wide legal clinic for the lesbian gay bisexual transgender queer (LGBTQ+) community, will be presenting a program about social justice issues in Ohio.

12:30 PM – 1:45 PM

Networking Lunch

1:00 – 2:15 PM

Section Meetings

2:30 PM-3:30 PM

Concurrent Sessions

Accelerated Recruiting and Its Unintended Consequences

Law firms have encouraged first-year law students, especially those who have conducted outreach, to submit early applications for summer associate positions. This accelerated process, to secure the “best” candidates, has resulted in employers making earlier hiring decisions, often based on one semester of grades. Meanwhile, students, especially those who identify as first-generation, may still be adjusting to the demands of law school and unaware that they should be navigating the recruiting process much sooner. Consequently, these students may miss employment opportunities. Furthermore, accelerated recruiting may adversely impact a law firm’s efforts to increase diversity within their talent pool.

Sherry-Ann Smith-Gomez, Senior Director of Career Services and Diversity Initiatives, Benjamin N. Cardozo School of Law

Alfred Ray English, Senior Director of Diversity, Equity & Inclusion, Snell & Wilmer

Nancy Parker, Director of Attorney Recruiting, Fried, Frank, Harris, Shriver & Jacobson LLP

Lauren Jackson, Assistant Dean of Career Services, Howard University School of Law

Benefits, Policies, and Procedures: The Spectrum of Support Firms Can Provide to Working Parents

Employers who prioritize supporting caregivers and families have a clear talent advantage. During this session, we will discuss why the parent lawyer population is critical to organizational success and identify the specific obstacles they face. We will spend the majority of our time diving into actionable ways employers can develop innovative support structures to attract, retain, and promote caregivers. We will present specific case studies, including examples of both organizational supports like the formation of parent affinity groups, and personal engagement opportunities like individual micro-mentorship and sponsorship actions.

Julie Tran, Chief People and Development Officer, Norton Rose Fulbright

Lori Mihalich-Levin, CEO, Founder, Mindful Return

Josh Troy, Director, Talent Management, Kilpatrick Townsend & Stockton LLP

Bricks in the Path: How Generational Job Move Trends Help Us Engage with Gen Z

Over the last decade, tenures across fields have grown shorter as ‘job-hopping’ trends have grown. This session focuses on engaging with Gen Z through the lens of job move trends over different generations, focusing on how younger generations are having shorter tenures and that those who move to other firms as associates often end up in-house and can become valuable clients down the road for firms. Understanding Gen Z and Millennial perspectives in the workforce are key to the alumni programs, career coaching, and recruitment evolving to remain competitive.

Olivia Heitz, Alumni Relations Manager, Sidley Austin LLP

Cool, Calm, and Collected Combinations: Law Firm Merger Best Practices, a PD & Recruitment View

Mergers are stressful, but they provide the opportunity to reimagine and redevelop recruiting and professional development practices for greater impact on a unified front. Here, we will explore lessons learned in the merger of two strong mid-sized regional law firms with similar core values into a “regional powerhouse.” We will show how flexibility, diligence, and regular communication led us down a path to strong law student and lawyer sourcing, integration, development and retention. We will also share what we wish we would have known, so you can avoid our hiccups if your firm is exploring a combination, too!

Lauren Harris, Director of Professional Development and Counsel, UB Greensfelder LLP

Ashley Carter, HR & Recruiting Manager, UB Greensfelder LLP

John Alten, Counsel, UB Greensfelder LLP

Employment Beyond the Bar: Unveiling a Lesser-Known Perspective of JD Advantage Careers

This program will highlight and provide insights into JD Advantage careers from the employer's perspective. It covers employer needs, engagement strategies, and misconceptions about JD Advantage roles. Targeted for employer-side professionals responsible for assisting lawyers and law school counselors, this session explores how to connect with new JD Advantage employers and understand the hiring process. Participants will acquire practical skills to promote JD Advantage opportunities to students and alumni at all career stages. The goal is to equip professionals with tools to support JD graduates in navigating today's evolving job market.

Celestine Oglesby, Director Career & Professional Development, Ave Maria School of Law
Kimberly Kappler Fine, Co-Founder & Chief Connectivity Officer, ex judicata
Dalph Watson, Executive Vice President Chief People & Administrative Officer, MetroHealth
Katherine Lowry, Chief Information Officer & Head of IncuBaker, BakerHostetler

Feedback: What Stands in the Way?

Junior lawyers depend on honest reactions to their work. It's the best way for them to learn where to improve. Yet experienced lawyers typically resist giving real feedback. Instead they hold back, procrastinate, say as little as possible, or take refuge in generalities. Why? In this advanced session, we'll learn about the unacknowledged, often painful feelings evoked by the prospect of giving authentic feedback. We'll review strategies to help lawyers overcome these emotional barriers, illustrating our points with lots of poignant real-life examples. You should leave this session armed with tactics to free your lawyers to be the mentors that their junior colleagues need and deserve.

Glenn Novarr, President, Open Arena Consulting
Suzanne Thomas, Director, Talent (Learning), Dentons Canada LLP

Leading with Flexibility: Transforming Work Cultures for Future Success

Discover how to foster a transformative work culture in this compelling session. I'll outline essential strategies from my upcoming book, *The Flexibility Paradigm: Humanizing the Workplace for Productivity, Profitability, and Possibility*, slated for a February 2025 release by Georgetown University Press. This guide offers a groundbreaking framework for professional services firms eager to not just adopt flexible policies, but to cultivate a culture that leverages their strengths and propels them into the future of work. Learn to implement the 5Rs Flex Success® Framework—Reflect, Reimagine, Recalibrate, Recommit, Reinforce—and evaluate your organization's current flexibility to strategically advance.

Manar Morales, President & CEO, Diversity & Flexibility Alliance

Paid Public Service Internships: Who Foots the Bill and Why it Matters

In recent years, public service employers have recognized that increasingly law student interns expect to be compensated financially for their contributions to public service. The public service world has been experimenting with different approaches to meeting that expectation. In this panel, presenters will discuss various perspectives on this problem, including that of schools working on funded internships, of employers working on funded internships, of state bar associations working on funded internships, and of employers working to cobble together various funding sources.

Kristine Bridges, Assistant Dean of Career Development, Baylor University
Phong Wong, Pro Bono Director, Legal Aid Foundation of Los Angeles
Grace Lee, Director of Pro Bono Attorney Programs, ACLU of Southern California

Summertime and the Livin' is Busy: How to Staff Your Team for Success in the Summer

Feeling overwhelmed with the summer program and 2L recruiting happening simultaneously? Don't let the summer be a struggle! This session will give you the tools to successfully navigate both processes and keep your team on track. Panelists will share the ways they have optimized their teams for success by diving into different staffing models that they use at their respective firms. They will share challenges and benefits to using each staffing model and provide tools to keep your team motivated and engaged during the busy summer months.

Stephanie Denney, Senior Firmwide Attorney Hiring Manager, Alston & Bird
Olivia Schmit, Legal Recruiting Manager, Sidley Austin LLP
Christie Vonk, Associate Director, Law Student Recruiting & Campus Outreach, King & Spalding LLP

The Art and Science of Memorable Presentations: Engage Minds and Motivate Action

This presentation will transform how you deliver content to your audience—no matter who your audience is or whether it is big or small—by analyzing the brain science of persuasion, the pitfalls of PowerPoint presentations, and how best to communicate information so that it will connect with your audience and motivate them. Among the many takeaways, participants will learn how to engage an audience to pay attention and take action on the information they present, how to make complicated ideas easy to understand, and how to use visual aids without ANY bullet points to dramatically support their presentation.

Shane Read, Persuasion Consultant, Shane Read LLC

The Lawyer's Wellness Docket: Coaching Associates to Prioritize Self-Care

Lawyers experience higher rates of depression, anxiety, and substance abuse compared to many other professions. Junior lawyers, in particular, face challenges managing their schedules and workflow, which can result in de-prioritizing their mental and physical health, ultimately leading to increased absenteeism, leaves of absence, or even attrition. This program will examine that challenging cycle and share practical coaching strategies and data-driven techniques to enhance lawyer well-being, thereby improving associate retention and quality of life. From firmwide programs, to individual or small group coaching through affinity groups, to advising firm leaders on ways to better support associate well-being – there is no one-size-fits-all solution.

Amy Killoran, Alumni Career Advisor, Northwestern Pritzker School of Law
Nicole Llorenz, Manager, Attorney Career Services, Latham & Watkins
S. Jessica Ourk, Director of Diversity, Equity & Inclusion, Kecker, Van Nest & Peters LLP
Jen Van Buren, Attorney Development Manager, Cleary Gottlieb

The First Three Years are the Hardest: Recruiting and Retaining Law Clerks

Trends in judicial clerkship hiring have resulted in numerous students being hired for clerkships beginning one or more years after graduation. Some students accept a second clerkship with an additional “gap.” This pattern creates a challenge for employers and law school advisers alike in helping new lawyers navigate their entry-exit-reentry in the job market. This program equips participants with insights into the landscape of clerkship hiring timelines and its implications for early career trajectories. Come join a robust discussion of pitfalls and best practices in recruiting/retaining law clerks along with important considerations for advising students and alumni.

Michele Hoff, Director for Judicial Clerkships, Georgetown University Law Center
Kathleen Overly, Director of Judicial Programs, University of Texas School of Law
Natasha Zech, Director of Attorney Recruiting, Diversity & Development, Williams & Connolly LLP

Watch Your Language – Learn to Spot the Ways We “Talk Small”

Listen to yourself and your friends when you're talking, and you'll start to notice small verbal habits we unconsciously use to walk the line between being confident but not too confident - sharing our ideas but qualifying them – discussing our accomplishments but diminishing them. In yearning to maintain our likability and strengthen relationships, most of us have learned how to “talk small” - endlessly pleasant, accommodating, flexible, modest, and respectful. The problem is that these small verbal habits come

with a cost. When we use them indiscriminately, we unintentionally communicate a lack of confidence, tentativeness, self-doubt, and even self-depreciation. Find out which of these verbal habits you've come to over-rely on and discover more constructive ways to convey warmth and build connection that won't minimize and diminish you and your contributions.

Marketta Jokinen, Founder, Talent Management Consultant & Career Coach, Current Talent

3:45 PM-4:30 PM

Exhibit Hall Final Look/Prizes

4:30 PM – 5:30 PM

Reception Celebrating Diversity, Equity, and Inclusion

Join your colleagues for a celebration of DEI at the Hilton Cleveland.

Friday, April 11, 2025

7:30 AM-9:00 AM

Continental Breakfast and Coffee Service

7:45 AM – 8:45 AM

Q&A with the ABA

Jennifer Rosato Perea, Managing Director, American Bar Association, Accreditation and Legal Education Molly (Wilensky) Nguyen, Manager, Law School Analytics and Reporting Section of Legal Education and Admissions to the Bar, American Bar Association

7:45 AM – 8:45 AM

Public Service Employer Breakfast

7:30 AM-8:45 AM

Section Meetings

9:00 AM-10:15 AM

Plenary: Lead and Succeed in the Multigenerational Workplace

What if generational change is not a problem to overcome, but an opportunity for individuals and organizations to optimize?

For the first time in history, five generations now share the workplace, and employees of all roles and levels must learn to work effectively with people who might be decades older or younger.

In this dynamic, engaging and action oriented program, New York Times bestselling author and multigenerational workplace expert Lindsey Pollak — often called a “generational translator” — will share her uniquely positive and data-driven approach to generational diversity. Attendees will leave this program with both immediately applicable strategies and a toolkit for lasting results.

Key takeaways for attendees will include:

- Develop an understanding of the similarities and differences among generations.
- Embrace the “perennial” mindset – know your history and keep up with changing times.
- Use the “remix” framework to build and maintain positive morale.

- Discover the most common points of generational conflict related to career pathing, communication and culture — and specific tactics to overcome them.
- Obtain tools and strategies to manage Generation Z, the newest entrants to the workforce.

Lindsey Pollak, Career and Workplace Expert

10:15 AM-10:30 AM

Break

10:30 AM-11:45 AM

Concurrent Sessions

1L Student Advising Models: Small Group, Individual, Part-Time, Online, and Everything in Between

Advising 1L students is critical to developing a connection with students and providing them with the best resources for their job searches and future career success. But how do you develop the advising model that works best for your students and your office? Panelists share the pros and cons of advising models. They share how they schedule initial advising appointments, build rapport, and obtain student buy-in. They also discuss how advising needs and strategies differ when dealing with different populations including part-time students and online cohorts.

Alison Finn, Director of Career Strategy, Case Western Reserve University School of Law

Alecia Bencze, Director of Career Services and Strategic Initiatives, The University of Akron School of Law

Gary Greener, Associate Director, UCLA School of Law

Elizabeth Bernstein, Director, Career Services, Southwestern Law School

Decoding Chaos: Key Takeaways from a Year of Precruiting

In the evolving landscape of law student hiring, "precruiting" has become increasingly important, overshadowing traditional OCI programs. This panel presentation and small group discussion will explore both law school and firm side insights from the 2024 precruiting season. Panelists will share successes, challenges, and effective strategies for student and employer engagement. Topics will include specific 1/1 advising techniques, effective law student recruiting events, and the law firm perspective on how to prepare students for the recruiting season.

Adam Gratch, Director of Employer Engagement, University of Wisconsin Law School

Cinnamon Baker, Legal Recruiting Manager, Perkins Coie

Bryant Park, Senior Associate Director of Career and Professional Development, South Carolina University School of Law

Identity Matters: Culturally Responsive Mental Health in the Legal Profession

Addressing the mental health and chronic stress of employees in today's legal workplace is imperative. But what is even more important is to understand the outsized impact of stress on culturally and/or racially diverse individuals. It is crucial to learn to recognize signs, advocate for assistance, and empower people to seek the support they need to foster well-being. During this interactive program, attendees will hear three different but equally powerful perspectives on this important and complex topic.

Ami Scott, Coach, Volta

Ariane Thomas, Director, Professional Counseling Program, University of Pennsylvania

Kara Dodson, Coach, Volta Talent Strategies

Not all Interviews are Created Equal: Making them Count for Lateral Partners

Moreso than its entry-level and lateral associate counterparts, lateral partner hiring is both complex and multi-faceted. As a result, a one-size-fits-all approach to partner interviews may result in inefficiencies, less-than-helpful feedback, and a diminished candidate experience. Join us as we take a deep dive into successful lateral partner interviews including how to use the business case to inform the interview process, how to extract substantive feedback from your interviewers, how to tailor the interview experience to the individual needs of the partner candidate, and finally, how to overcome obstacles you may face as you strive to bring it all together.

Erin Springer, Director of Attorney Hiring, Alston & Bird
Dyana Barninger, Sr. Director of Legal Recruiting, Faegre Drinker
Whitney Worthington, Area Leader, Legal, Korn Ferry
Jordan Roznowski, Director of Partner Recruitment, Fox Rothschild

Show me the Revenue - How Law Firm Alumni Programs Can Turn Former Colleagues into Clients

While there are certainly numerous benefits to be gained from law firm alumni programs – general goodwill and collaboration, strengthening of brand, opportunities for additional job placements – let's get real: one of the end goals of all these other benefits is revenue generation. There is the ever-present hope that current colleagues, should they decide to leave their firm (on good terms), may become future clients. Fostering a strong alumni program increases this likelihood. In this program, we will impart lessons learned from collaboration across the alumni, business development, client relations, and engagement functions, and we will show how we have achieved demonstrable wins that can be traced to the good word of our alums.

Danya Ray, Alumni Relations Manager, Seyfarth Shaw LLP
Dustin Robinson, Senior Client Engagement Manager, Seyfarth Shaw LLP
Amanda Stipe, Associate Director of Alumni Relations, Latham & Watkins LLP
Karen Cheung, Associate Director - Client and Alumni Service, Sullivan & Cromwell LLP

The B Side - Judicial Clerkships for Business Lawyers

Students heading down a corporate path often rule out the possibility of clerking without a second thought. Join this session to learn more about judicial internship and clerkship opportunities - beyond the Delaware Chancery Court - that are tailor made for precisely these students. Leave knowing more about business courts nationwide and feeling better prepared to advise corporate-focused students on how clerkship can be great for them too!

Michele Hoff, Director for Judicial Clerkships, Georgetown University Law Center
AJ Finch, Assistant Director, Career Services and Judicial Clerkships, The University of Iowa College of Law
Ann Chang, Associate Director of Career Development, Pepperdine University School of Law

The Business of Our Business: Law Firm Economics You Need to Know

Even as the business of law firms evolves more quickly than ever, common fundamentals among larger law firms remain foundational to their businesses. Whether in recruiting, career counseling, DEI or PD, understanding the keys of firm business practices, profit drivers, and business decisions will enable you to add more value to your organization and the lawyers and students with whom you work. We will provide opportunities to engage and apply what you learn through case studies and group discussion as well as share practical takeaways to connect your daily work to the business goals of our business.

Bruce Elvin, Associate Dean & Sr. Lecturing Fellow, Duke Law School

Melissa Berry, Director of Attorney Development, Perkins Coie LLP

The Tortured Talent Department: Engaging with Leadership to Build Engagement and Retention

Are you struggling with the engagement and retention of your lawyers? Do you have strategies for how to make improvements but don't know how to get them off the ground? Join this conversation with two partners who, between them, are or have been Women's Initiative Chair, Business Litigation group Vice Chair, Litigation Staffing Partner, Chicago Office Partner in Charge, New Ventures sub-group Lead, Corporate Training Committee Chair, and members of the talent management team to explore how we found champions of our efforts, leveraged their expertise and influence, and worked together to implement retention strategies throughout the firm.

Carole Deeter, Professional Development Manager, Thompson Hine LLP

Jill Attkisson, Chief Talent Officer, Thompson Hine LLP

Stephanie Chmiel, Partner, Women's Initiative Chair, Thompson Hine LLP

Jonathon Vinocur, Partner, Chicago Office Partner in Charge, Thompson Hine LLP

The View on NALP BIPOC Career Progression: Provocative Strategies for Change

This session is for members interested in advancing careers of BIPOC staff in law firms and in higher education. Underrepresented staff face roadblocks to advancement and are often ignored in workplaces that focus on lawyers and law students. Attendees will learn strategies to break the internal glass ceiling, build a supportive network, and cultivate an empowered mindset. Just like "The View," we will be provocative, advantageous, and humorous. Law firm and law school leaders will model what advancement looks like for BIPOC talent in our profession and explore actionable steps for change. Everyone is encouraged to join the discussion.

Michael Nguyen, Director, Talent Acquisition, Davis Wright Tremaine

Shellye Pruitt, Senior Director of Attorney Development and Diversity, Munger, Tolles & Olson LLP

Andrea Yang, Career Development Advisor – US, Mayer Brown LLP

Fairuz Abdullah, Deputy Director, University of California College of the Law, San Francisco

Why Didn't You Say So? An ADHD Shake Up

This interactive discussion is all about embracing personal discomfort to understand others. Using humour and radical honesty, we'll interrogate our role in creating psychological safety to support ADHD disclosure decisions. Participants will hear unvarnished examples of how energy, impulse, and inattention may show up at work for more than 12% of lawyers. As champions of inclusion, will you lead by example and test your own courage to show vulnerability among peers? We'll explore why students and lawyers with ADHD hesitate to come forward, why they shouldn't have to, why it's all about to change, and how you can prepare.

Sarah Ennor, Speaker | Lawyer | Founder, Growth Counsel

12:00 PM-1:30 PM

Business Meeting and Lunch

1:45 PM-3:00 PM

Concurrent Sessions

Breaking Silos: Collaboratively Approach Law Student PD, Inclusion, & Wellbeing

Experienced professionals from career services and other student support departments share strategies and tips for collaborating to create a holistic approach toward law student professional development, inclusion, and well-being. As Law Schools respond to ABA requirements for professional identity development and cultural competency education, to student concerns about career support, diversity, equity and inclusion, and well-being, and to positive career outcomes, cross-departmental cooperation is essential for successfully serving our students. This panel will offer real-life examples of successful collaboration - and lessons learned from collaboration challenges - and provide practical tips and practices that participants can bring back to their own schools.

Emily Kite, Associate Dean for Career & Professional Development, University of Wisconsin Law School

Michael States, Associate Dean for Student Success, Diversity, Equity, and Inclusion, University of Wisconsin Law School

Beth Watkins, Assistant Dean for Career Development, The Ohio State University Moritz College of Law

Greg Roseboro, Assistant Dean for Admissions, Financial Aid, and Inclusive Excellence, The Ohio State University Moritz College of Law

Embracing Conflict: Skills to Engage Effectively

Conflict naturally occurs at work, but it can be stressful and emotionally charged. Often we resist even identifying it as conflict. Whether we avoid it or confront it, conflict makes us uncomfortable. Learning conflict skills can help. In this interactive training, you will learn about the benefits of healthy conflict and how to not shy away from it. You will get practical tools to calm your stress response during conflict, increase your self-awareness, and present your perspective in an effective way. And you will walk away with skills you can apply immediately to approach conflict with more confidence.

Melanie Rowen, Manager for Attorney Development & Programs, Latham & Watkins

Andrea Gilliam, Leadership Coach & Trainer, Andrea Gilliam Consulting

How To Train Your Dragon (a.k.a. Your New Dean or Hiring Partner)

It happens to all of us. Just when we have our patterns (and trust) established, there is a change at the top – your dean or hiring partner. This change impacts how you do your work in big and small ways, and also creates uncertainty for your team. Speakers will share advice and lessons learned from their own experiences in leadership change in firms and schools and share tips and lessons gathered from other firm and school leaders. Handouts will include a check list of data to share and questions to ask that prepare members to be ready to impress. Learn how to set expectations, become a trusted colleague, and enable your new leaders to succeed.

Melissa Lennon, Chief Legal Talent Officer, Richards, Layton & Finger

Jennifer Henfey, Associate Dean for Professional Development and Leadership, Villanova University Charles Widger School of Law

Recalculating: Navigate Your Career Through the Changing World of Work

We are living in times of great upheaval in the workplace. Even if the pandemic did not lead you to a major transition, you've likely made readjustments and pivots to keep up with the rapid pace of change in the world today. This is no doubt a challenge, but it's also an opportunity. That is the message of *New York Times* bestselling author Lindsey Pollak's timely, inspirational and action-oriented presentation based on her book, *Recalculating*. With her signature combination of engaging storytelling, data-driven insights and immediately applicable advice, Lindsey provides a step-by-step roadmap to achieve the professional results you most desire such as embracing the need to frequently pivot and recalculate to thrive; learning how to adopt a growth mindset to take small, daily actions to build skills and

relationships; clarifying your top priorities in a changing landscape; and developing a “personal advisory board” to support on-going success.

Lindsey Pollak, Career and Workplace Expert

The Happy Lawyer – What Happy Lawyers are Doing that Unhappy Ones are Not

Have you ever wondered why some lawyers are happy and others are not? Common knowledge, right? Some have passion for the law and others work too much. Except that’s not it. Enter the Happy Lawyer Project – a 2+ year project spanning interviews with 100+ lawyers, to answer one question: “How do we, as lawyers, become happier?” Turns out that the happy lawyers had a number of things in common. Unhappy lawyers shared some of those ingredients, but were missing others. The problem is that there’s a recipe for happiness and, whether intentional or not, the unhappy lawyers haven’t followed it.

Paul Karvanis, Founder, Leader Rising

The Path to Partnership: Navigating the Associate-to-Partner Journey

The context of partnership is evolving along with firm dynamics and demographics. According to American Lawyer, 42 percent of new partners report longer tracks, while in a survey of Gen-Z lawyers and law students, just 23 percent said they sought partnership. To deliver in this environment, legal career professionals must understand the big picture of market trends, along with specific actions to take in their own firms. This presentation will delve into the changing landscape of law firm partnership tracks, examining data-driven historical trends, their impact on hiring and talent strategies, and pathways to success for associates, partners and firms.

Greg Hamman, Chief Data Officer, Decipher Investigative Intelligence

Nate Richard, Director of Operations, Decipher Investigative Intelligence

The Uncertainty Is the Only Sure Thing: Public Service Recruiting Trends & Best Practices

Nonprofit and government law offices encounter the same obstacles in a lawyer recruiting system dominated by traditional law firms: how to market ourselves to law students and grads on lean budgets, negotiate a hiring cycle that does not synch with our human resources and budgetary realities, and attract mission-driven students and grads who are likely to stay with us for at least a few years of practice. We will highlight recent trends in public service recruiting and facilitate discussion about whether and how we can achieve structural improvements to reduce the uncertainties.

Steve Grumm, Director of Community Engagement, Legal Aid of Western Michigan

Lillian Evans, Executive Assistant United States Attorney, U.S. Attorney’s Office for the Southern District of New York

Swati Parikh, Assistant Dean, Office of Public Service and Pro Bono Initiatives

New York Law School

Diane James, Staff Attorney, Legal Aid Society of Cleveland

Meeting Adjourned at 3:00 pm

About NALP

NALP is an association of over 3,000 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.

NALP Meeting Policies:

Open Meetings: 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 attendee, including non-members, program speakers, vendors, and members of the press, will not be tolerated and a violation of this policy may result in, but is not limited to, termination of an individual's right to attend the conference. NALP opens registration to non-members, including program speakers, vendors, and members of the press.

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