

NALP in Hollywood, Florida: Riding the Waves Together

*****Information as of December 16, 2025**

April 14-17, 2026

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 2 plenary sessions — covering all areas of our profession from entry-level recruiting and career counseling to professional development, law student PD, public service, inclusion, coaching, associate and 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 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 – Early Bird registration fee of \$1125 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 – Celebration of Culture and Connection)
- 1 dinner (Wednesday Member Celebration, open to all attendees)
- 95 educational programs
- 2 educational and informative plenaries
- Numerous networking opportunities (5k Fun Run/Walk, meals, receptions, yoga, and more)
- Wellness Power Hours with impactful well-being programs
- Access to over 50 vendors and consultants
- Participation in NALP section and affinity group meetings
- A great investment for your organization!

WHY SHOULD YOU ATTEND THE 2026 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, inclusion, alumni relations, coaching, and more.
- Specific sessions will target the current challenges members face including change management, lateral hiring, lawyer evaluations, the use of AI, lateral partner hiring, 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 breakfast for public service employers, and more than 20 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 40 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 14, 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 14 from 7:30 to 10:00 pm for an opportunity to network and meet fellow attendees. This fun event will take place at the Diplomat and will have a Karaoke DJ and games.

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 Legal Services of Greater Miami

Legal Services of Greater Miami is the largest provider of broad-based civil legal services for low-income communities in Miami-Dade and Monroe Counties and is recognized statewide and nationally as a model legal services program. Each year, they assist over 20,000 vulnerable community members—including women, children, seniors, veterans, people with disabilities, low-wage workers, and those experiencing homelessness—addressing issues such as tenants' rights, homeownership, health and income maintenance, employment, special education, tax, and consumer rights. Look for an opportunity to donate to Legal Services of Greater Miami and join us at the Social Impact Luncheon to hear more!

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. We will apply for credit in roughly 20 jurisdictions. For more information contact jrichards@nalp.org

2026 Annual Education Conference Planning Work Group:

The 2026 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.

Leadership Team:

Precillia Soares (Chair)
Beth Lee (Vice Chair)
Nicole Llorenz (Vice Chair)
Rashida West (Vice Chair)

Conference Planning Coordinators:

Robin Apodaca
Ryan Baker
Katie Ball
Elizabeth Bernstein
Kathren Davis
Victoria DeBayle
Lillian Evans
Gwen Ferrell
Mary Beth Nielsen
Kisha Nunez
Lisa Pachucki
Olivia Schmit

Watch for the 2026 Conference App coming soon!

Conference Location and Hotel

The Diplomat Beach Resort
3555 South Ocean Drive
Hollywood, FL 33019

Once you register for the conferences, you will have the chance to book a stay at The Diplomat. The room rate is \$299 with an optional resort fee of \$35 which covers beach chairs and other amenities. Be sure to join **Hilton Honors** to get mobile key service and mobile check in.

The Diplomat is rebranding in January 2026 to become The Diplomat Beach Resort Signia by Hilton.

How to Register

Event registration is available online at <http://www.nalp.org/hollywood2026>. 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	\$1125	\$2050	\$1225	\$2150
Non-Members Employed at Member Institutions ***	\$1475		\$1575	
Affiliate Members	\$1125		\$1225	
Public Interest Employers	\$825	\$1050	\$875	\$1150
One Day Registration **				
Schools, Private Employers, Government	\$725	\$1025	\$775	\$1075
Affiliate Members	\$725		\$775	
Public Interest Employers	\$625	\$925	\$675	\$975

* 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 Sunday, March 1, 2026. 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 \$325, entitling you to the member rate of \$1125 (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 13 (minus processing fee).

50% refund for cancellations received March 14-March 20th.

No refunds after March 20th.

Tuesday, April 14, 2026

2:00 PM-8:00PM

Registration

5:00 PM-6:00PM

Newcomers Orientation

If this is your first or second NALP conference, join us for tips on how to get the most out of this conference. Conference newcomers will have the opportunity to network with others 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.

7:30 PM-10:00 PM

NALP Karaoke & Game Night

Join us for a relaxed opportunity to network prior to the start of the conference. This casual event will take place at The Diplomat and will have a Karaoke DJ, games, and refreshments.

Wednesday, April 15, 2026

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 and Group Meetings

9:00 AM-10:15 AM

Opening Plenary

10:15 AM – 10:45 AM

Break

10:45 AM-11:45 AM

Concurrent Sessions

Adapting Identity-Focused Programs for Broader Audiences

As legal employers and law schools attempt to “hold the line” on their commitments to diversity, equity, and inclusion (DEI), identity-specific programs—designed to support historically excluded communities—are in jeopardy. These programs often provide safe spaces for affinity-based dialogue, mentorship, and professional development. However, a growing challenge within our institutions is how to adapt and scale these initiatives for broader audiences without losing the authenticity, specificity, and integrity of their original intent. This session will offer a practical, step-by-step “How-To” guide tailored to NALP members who are seeking to evolve identity-focused initiatives into inclusive, cross-functional programs that can engage entire student bodies, hiring teams, or organizations.

Laké Laosebikan-Buggs, Director of Inclusive Excellence for Graduate and Professional Education and Adjunct Professor, School of Law, Elon University

Lanitra Webb, Senior Manager of Diversity, Equity & Inclusion, O'Melveny & Myers LLP

Carla Fullwood, Director of Inclusive Excellence Education and Development, Elon University

Associate Hiring & Retention: A Data Driven 5 Year Look Back

Let's unpack associate hiring and retention trends from 2025 as compared to the last 5 years, with a special focus on associate hiring trends related to law schools attended, firm size, and other factors. We will also look at retention data and the factors impacting those trends from changes in OCI, UBE adoption, and government role reduction. Are associates making lateral moves earlier in their careers? What do the trends in hiring mean for future associate retention? This data driven session will be complemented by panelist discussion from real-world examples.

Adam Oliver, Managing Director, Firm Prospects, LLC

Ellie Kelly, Attorney Recruiter, LHH

Ashanti Crawford, Assistant Dean for Career Strategy & Advancement, Villanova University Charles Widger School of Law

Mary Beth Salem Moore, Legal Recruiting Manager, Benesch

Built to Last: Alumni Program Lessons from Higher Ed and Finance

Universities have been cultivating alumni communities for over a century, and financial services firms like Goldman Sachs and J.P Morgan pioneered corporate alumni programs long before the legal sector caught on. This panel explores what law firms can learn from both the educational and finance worlds — including data management, community-building, and the business impact of long-term engagement. Panelists will share their perspective on Alumni Relations that drive brand ambassadorship and client development.

Philip Sanford, Alumni Relations Manager, Freshfields LLP

Sheri Mayerowitz, Director of Alumni Relations and Client Engagement, Akin

Emily Bronstein, Manager, Alumni Relations, Fried Frank

Veronica D. Paricio, Senior Manager, Strategic Alumni Engagement & Client Relations, Goodwin Procter LLP

BYO Seat to the Lateral Partner Hiring Table

Lateral partner hiring is a major growth strategy for law firms. In a function that has historically been handled by firms' partners, a new generation of recruiting professionals are finding ways to become more substantively involved in sourcing, vetting, and recruiting partner candidates. This session will focus on ways to have an impact, including assessing candidates, asking the right interview questions,

and establishing value-add practices to support efficient decision-making and enhance the candidate's experience. If you don't already have a seat at the table, this session will provide the tools to bring your own.

Eva Wisnik, President, Wisnik Career Enterprises, Inc.
Shannon Davis, Chief Legal Recruiting & Integration Officer, Mintz
Laura DeRise, Vice President, Javelin Search & Growth Advisors

From Advisor to Coach: Adding Coaching to Your Career Services Toolkit

Coaching can be a powerful tool to help students clarify their goals, build confidence, and achieve success. This interactive session will differentiate career advising from coaching, examine the benefits and challenges of integrating coaching into career services, and highlight innovative programs from various law schools. Panelists will share strategies for career advisors to develop coaching skills, empowering students in career exploration, leadership development, and building skills essential for their professional success.

Swati Parikh, Assistant Dean, Coaching and Graduating Student Advising, New York Law School
Jose Luis Davila Gonzalez, Assistant Director and Coach, Georgetown Law, Office of Career Strategy
Elizabeth Peck, Director, JD Counselor and Coach, Yale Law School

Harnessing Faculty Power: Exploring Roles in the Judicial Clerkship Process

Faculty play a pivotal yet often underutilized role in supporting candidates through the judicial clerkship application process. From mentoring and recommending, to networking and advocating, faculty members bring a wealth of insight, access, and influence to the process which can make a measurable difference in ultimate outcomes. In this session, we will examine effective strategies for engaging faculty, fostering meaningful partnerships between career advisors and faculty, and leveraging faculty networks to expand opportunities for candidates. Participants will leave with practical ideas and institutional models that help move from ad hoc involvement to structured, strategic collaboration.

Kathleen Overly, Director of Judicial Programs, University of Texas School of Law
Michele Hoff, Director for Judicial Clerkships, Georgetown Law

Hot Topics in Public Service

This program will discuss various topics impacting public service employers and students. Currently, we are in a time of great change in the industry. We will discuss Federal Honors Program changes, funding reductions and budget constraints, and how any changes to PSLF will impact our students/employees. This will be a comprehensive outlook on the public interest landscape and its impact on hiring, retention, and advising.

Christopher Gerlica, Associate Director of Career Development, Roger Williams University School of Law
Nicole Netkin-Collins, Director for Government and Public Interest, University of Colorado Law School

Leading Change: Empowering Legal Professionals with Transformative Strategies

This program is designed for NALP members to explore and apply change management models and frameworks through examples and case studies. This program will equip attendees with actionable takeaways to lead successful change initiatives at any organizational level, and to help them reflect on their own reaction to change. Participants will gain insights into communicating a clear vision of the change, listening to and managing resistance, and fostering a culture of adaptability and resilience within their teams. Join us to enhance your leadership skills and drive impactful change in the legal profession.

*Kristine McKinney, Chief Operating Officer, Fish & Richardson
Kelly Ross, Leadership Coach. Facilitator. Learning & Talent Strategist., Ross Associates*

Navigating the Nuances: Effective Strategies for Law Alumni Advising

Many of us have found ourselves advising more alumni over the past year due to the changing landscape of the legal market. Advising alumni is different than advising law students in so many ways. In this panel we will discuss the different challenges that arise and will practice various alumni advising conversations and scenarios to help career advisors feel more confident and become more effective at helping alumni.

*Larissa Brewster, Director for Graduate Advising and Outcomes, Boston University School of Law
Melanie Ellis Starks, Associate Director of Law Career Strategy, Washington and Lee University School of Law
Amy Killoran, Alumni Career Advisor, Northwestern Pritzker School of Law
Meghan Pier, Director of Associate Recruiting, Jackson Walker LLP*

Pipeline Power: Connecting Summer Programs to Long-Term Talent Strategy

Summer associate programs are more than a recruiting tool—they're the launchpad for your firm's long-term success. This session explores how firms can turn their summer programs into powerful engines for talent growth and cultural strength. We'll discuss how aligning recruitment, development, integration, and retention strategies from day one can create a seamless pathway for future leaders. We'll share actionable insights on using feedback, training, mentorship, and data to maximize engagement and retention—resulting in a summer program that delivers value far beyond the season.

*Brittany Merhar, Director of Law School Recruiting, Benesch Law
Lauren Tapper, Chief Talent Officer, Benesch Law
Josh Troy, Director of Talent Management, Kilpatrick Townsend & Stockton*

The Feedback Formula: What's Said, What's Not, And Leveraging It For Career Success

Juniors don't always get the feedback they need—or recognize the feedback they've already been given. In this hands-on session, we'll explore a simple but powerful formula that helps junior lawyers recognize, interpret, and leverage both direct and indirect feedback to take ownership of their development. This session will help you reframe feedback as more than just for evaluation—instead it is an important key to their ultimate success. You'll leave with tools to support more intentional conversations—so the juniors you support can turn both direct and indirect signals into real progress.

Paul Karvanis, Founder, Leader Rising

The Recruiting Dance: Learning Each Other's Steps

In an increasingly fast-paced recruiting environment, law students are often expected to make critical career decisions with limited time and information. This session brings together law firm recruiters and law school career services professionals to share candid insights from both sides of the hiring process. Together, we will explore the unique challenges and opportunities presented by accelerated timelines, how that is changing roles for career offices and firms, and how collaboration between schools and employers can empower students to make more informed, confident choices about their career paths. We'll also discuss things we wish the other side knew about our respective internal pressures.

*Tanisia V. Charles, Recruiting Manager, Jones Day
Elizabeth (Betsy) Key, Attorney Recruiting Manager, McGuireWoods
Beth Moeller, Assistant Dean of Career Services, UCLA School of Law*

David C. Lowance, Jr., Senior Assistant Dean, Career Development, UVA School of Law

Thriving in the First Few Years: A Toolkit for Newer Professionals

The early years of a career in legal recruiting, professional development, inclusion, or career services are filled with opportunities – and a steep learning curve. This interactive session, developed by NALP's Newer Professionals Section, is designed to equip professionals with four or fewer years of experience with practical tools, confidence-building mindsets, and a supportive peer network to thrive in their roles. Attendees will explore strategies for managing workload and expectations, navigating organizational dynamics, and building professional credibility – even when they're the youngest voice in the room. Participants will also connect with one another through guided discussion and walk away with a personalized "first-year playbook" of tips, resources, and mindset shifts from peers and seasoned professionals alike. Whether you're new to NALP, your role, or the legal profession altogether, this session will help you feel grounded, capable, and connected.

Emily Denmark, Professional Development Manager, Saul Ewing LLP

Sara Kakuris Murrell, Attorney Recruiting Manager, Morrison and Foerster LLP

Luke Lemmeier, Recruiting Manager, Jones Day

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

11:45 AM – 1:00 PM

Networking Lunch

Join your colleagues for lunch

11:45 AM – 1:00 PM

City Group and Law School Consortia Leaders Lunch

11:45 AM – 1:00 PM

Experienced Professionals Lunch and Section Meeting

11:45 AM – 1:00 PM

Newer Professionals Lunch and Section Meeting

11:45 AM – 1:00 PM

Section and Group Meetings

1:15 PM-2:15 PM

Concurrent Sessions

ABCD (EF): The Foundation of Success Through Executive Functioning

As firms onboard junior lawyers and help them navigate firm life, executive functioning (EF) skills such as time management, organization, and working memory are essential in enabling them to stay productive and maintain their well-being. In this session, an EF coach and expert and a PD leader will share how EF challenges often show up early in lawyers' careers and how to support them. Participants will leave with practical strategies to identify EF challenges, build stronger EF habits, and use tools like coaching to boost motivation, performance, and long-term success for junior lawyers.

Sarah Alsaidi, Coach and Consultant, Volta Talent Strategies

Shannon Burke, Director of Talent Development and Inclusion, Chapman and Cutler LLP

Ace Your Presentations: Transform How You Communicate

Does public speaking scare you? Or do your presentations fail to get the compelling response you want? If so, discover the secrets to succeed in any situation. Studies show that people who speak well are considered more trustworthy and knowledgeable. As a result, they persuade with ease. That advantage can be yours. Start enjoying your presentations and get the results you desire! Learn practical techniques from a former federal prosecutor and author of the book 'Winning at Public Speaking' that apply to any speaking situation—from internal meetings to external presentations.

Shane Read, Legal Skills Trainer & Former Federal Prosecutor, Shane Read LLC

Beyond the Big Law Blueprint: Recruiting Strategies for Small & Mid-Sized Firms

Recruiting for small and mid-sized law firms requires a flexible, strategic approach that goes beyond the traditional Big Law playbook. This session will explore how firms outside the AmLaw 200 can develop effective, resource-conscious strategies to attract law student and lateral hires in the ever-changing recruitment landscape. Panelists from a range of firm sizes and geographies will share how they tailor their recruitment outreach, programs, and strategies by creating value propositions to reflect firm size, culture, and priorities. Topics will include conveying value propositions to candidates that resonate, competing for top talent with limited budgets, and creatively sourcing laterals.

Melissa Forshey Schwind, Director of Attorney Talent, Ward and Smith, P.A.

Kasey Fenn, Director of Professional Development and Recruiting, Davis Graham

Katie Greene, Legal Recruiting Coordinator, Neal, Gerber & Eisenberg LLP

Halle Sabo, Recruiting & Human Resources Manager, Rothwell, Figg, Ernst & Manbeck, P.C.

Employment Outcomes: Coaching and Tracking Tactics for 3Ls and Recent Graduates

This session explores two key responsibilities of career services offices: (1) managing the complex logistics of tracking graduate employment status, including organizational strategies for managing this process on a team or solo, and (2) providing nuanced and empathetic guidance to graduates facing common but thorny challenges—geographic barriers, unrealistic job search goals, overreliance on family support or input, bar exam delay or failure, and waning motivation. In this interactive session, presenters will share practical outcomes collection tools, outreach strategies, and counseling techniques to help attendees balance compliance obligations with meaningful graduate engagement during this transitional phase.

Debra Henley, Associate Dean of Career Services and Professional Development, Florida State University College of Law

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

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

Alexis Joyce, Assistant Dean of Career Development, Pepperdine University Caruso School of Law

Leading on DEI Through Pressure & Pushback

This panel will examine how to lead your firm and team through today's DEI challenges with purpose, resilience, and clarity. Leaders must balance legal compliance with a steadfast commitment to inclusion, recognizing diversity as a strategic advantage. Panelists will share practical insights on driving innovation, retaining talent, and maintaining trust without compromising equity. At the team level, leadership means inspiring excellence, fostering growth, and modeling balance. Join distinguished DEI leaders as they offer proven strategies to help you lead with strength, integrity, and vision in an evolving landscape.

Ayanna Ryans-Holder, Manager DEI Growth, Davis Wright Tremain
Sylvia James, Chief Opportunity & Engagement Officer, Winston & Strawn
Yusuf Zakir, Chief Talent & Inclusion Officer, Davis Wright Tremain
Genhi Givings Bailey, Chief, Diversity, Inclusion & Opportunity Officer, Perkins Coie

Prompt Like a Pro: Mastering Generative AI for Legal Career Professionals

Curious about how generative AI can make your work more efficient and impactful? This interactive, intermediate-level session is designed for legal career professionals across roles. Through real-time exercises and collaborative challenges, you'll learn to write more effective prompts, streamline routine tasks, and spark creativity in programming, recruiting, advising, and planning. Whether you're already using AI or just beginning to explore, you'll leave with practical tools, reusable templates, and a clear understanding of how to use AI to enhance—rather than replace—your professional judgment and institutional knowledge.

Marcia Narine Weldon, Founder/CEO Illuminating Wisdom, LLC; Director of Transactional Skills, Illuminating Wisdom and University of Miami School of Law
Melissa Ballasteros, Manager of AI and Legal Technology Adoption, Holland & Knight

Public Interest Under Pressure: Post-Grad Fellowships, Funding, and Support for Students and Host Organizations

Postgraduate public interest law fellowships offer recent law graduates an invaluable learning opportunity and pathway into public sector organizations and practice areas that may otherwise be difficult to break into. Yet, the current political and funding environment present new considerations for funders, host organizations, and fellowship applicants. Through a discussion with Equal Justice Works, Skadden, a law firm partner who participates in EJW fellowship interviews, and a law school advisor regarding the last fellowship selection cycle and developing considerations, participants will gain insight into how best to support post-graduate public interest opportunities including counseling students on project fellowship applications and how to develop, grow, and sustain a university-supported fellowship program.

Jennie Netburn, Public Sector Career Counselor, Georgetown Law
Lauren Hartley, Associate Director, Network Engagement, Equal Justice Works
Charlie Gillig, Executive Director, Skadden Foundation
Angela Vigil, Pro Bono Partner & Executive Director of Global Pro Bono, Baker McKenzie

Raising the Bar: Group Coaching Law Students & Junior Lawyers to Success

Description: Group coaching isn't just a tool—it's a dynamic experience that unlocks the emerging potential of law students and junior lawyers alike. This program equips attendees with a clear framework to launch impactful group coaching initiatives in academic and firm settings. Participants will learn how to define coaching goals, develop strategies to gain stakeholder support, and design scalable, high-engagement programs. Through hands-on activities and practical insights, attendees will leave with the confidence and resources to leverage group coaching to empower legal talent, drive career ownership, and foster growth through collaboration. The result: future-ready professionals who will thrive in today's evolving legal landscape.

Laura Yerhot, Career Coaching & Planning Manager, Troutman Pepper Locke
Elizabeth Peck, Director, JD Counselor and Coach, Yale Law School
Tiffany Jordan, Director of Career Coaching & Planning, Troutman Pepper Locke

Jennifer Jana, Senior Career Coaching & Planning Manager, Troutman Pepper Locke

Relationships Don't Expire: Building a Timeless Legal Network

Strong professional relationships drive opportunity, visibility, and growth—but most legal professionals aren't taught how to build and maintain them intentionally. This session brings together perspectives from law school, law firm, and consulting to share concrete strategies for creating and sustaining meaningful connections. Panelists will share frameworks, examples, and actionable tips for building relationships that support career advancement, business development, and long-term success.

Paula Edgar, CEO, PGE Consulting Group LLC

Jason Levin, Author / Speaker and Trainer / Executive Career, Business Development & Outplacement Coach, Ready Set Launch, LLC

Sherry-Ann Smith Gomez, Assistant Dean for Career Success, The Judith and William Greenblatt Office of Career Success / Benjamin N. Cardozo School of Law

Genhi Givings-Bailey, Chief Diversity, Inclusion & Opportunity Officer, Perkins Coie LLP

Sharp Elbows: Coaching, Supporting & Otherwise Dealing with Challenging Lawyers

No matter where firms rank on “quality of life,” there are always “sharp elbows.” Our panel of internal coaches and PD professionals will discuss best practices for coaching, supporting, and otherwise dealing with challenging lawyers, including navigating HR issues, overcoming the stigma of a coaching recommendation, identifying behavioral patterns versus one-off occurrences, acknowledging a precipitating event, while maintaining a go-forward focus, facilitating self-awareness and change, despite resistance, and gathering 360 insights. Participants will add tools to their tool belts to help smooth out sharp elbows, paving a better path forward for challenging lawyers and improving the morale and retention of colleagues.

Jennifer Greiner, President & Founder, Greiner Consulting Group

Douglas Ebeling, Attorney Development Manager, Cleary Gottlieb Steen & Hamilton LLP

James Moore, Director of Legal Talent, Coblenz Patch Duffy & Bass LLP

Lauren O'Rourke, Director of Professional Development, Fried Frank

Teaching Law Students to Lead: Addressing the Gap in Legal Education

Our society looks to lawyers for leadership—yet most law schools do little to intentionally prepare students for those roles. In this interactive session, we'll explore how leadership education addresses a long standing gap in legal education and supports students' development as ethical, purpose-driven professionals. Presenters will share recent innovations and lessons learned from law schools leading the way. We'll also tackle two persistent challenges: generating meaningful buy-in and embedding leadership development into institutional culture. Attendees will leave with strategies to empower law schools to better equip students for lives of success, service, and significance.

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

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

Leah Teague, Professor of Law & Director of Leadership Development Program, Baylor University Law School

The Strategic Power of Data in Talent Management

Harnessing data is no longer an option, but a necessity in talent management. This presentation explores how to transform raw data into a strategic asset. We'll show you how to build a custom talent framework that aligns with your firm's strategy and accelerates growth. Learn to collect and structure your data,

enhance accuracy in target identification, recruitment and evaluation, and empower talent leaders with insights to make better, more informed decisions.

Michael Ellenhorn, Founder and Chief Executive Officer, Decipher Investigative Intelligence

Julie Henson, Chief Growth Officer, Decipher Investigative Intelligence

Greg Hamman, Chief Data Officer, Decipher Investigative Intelligence

Tracking Talent Trends: Insights into Preparation, Performance, and Practice

As both law firms and law schools grapple with a rapidly evolving profession, understanding key drivers for associate career decisions is essential. This session will share findings from The NALP Foundation's signature research studies -- including the Update on Associate Attrition, our joint NALPF/NALP LawSchool Alumni Employment and Satisfaction Study, and the Stay Study on associate retention -- to illuminate patterns in hiring, mobility, and early career experience. We'll also present new insights from our latest research on associate performance evaluations, exploring how evaluation practices influence professional development, engagement, and long-term career success. These findings offer critical takeaways for law schools preparing students for practice and for law firms working to recruit, support, and retain top talent. Join us for a timely discussion that connects the dots between education, evaluation, and associate trajectories.

Fiona Trevelyan, President & CEO, The NALP Foundation

Jennifer Mandery, Vice President for Research, The NALP Foundation

Skip Horne, Vice President for Engagement, The NALP Foundation

2:15 PM-2:45 PM

Break

2:45 PM-3:45 PM

Concurrent Sessions

Achieving Your Next Level of Success

Many NALPers unknowingly carry the weight of limiting beliefs, including imposter syndrome, perfectionism, and fear of failure. They feel something is holding them back from reaching their full potential, even if they have already achieved a great deal in their career. Eva Wisnik will share the Wisnik Method to help high achievers release limitations and realign their values. This 5-step process will help participants identify and remove internal obstacles so they can ascend to their next level of success. Participants will learn the habits and mindset that will empower them to take brave action and control of their careers.

Eva Wisnik, President, Wisnik Career Enterprises, Inc

Approaching the Iceberg: Navigating High Conflict With Skill and Hope

We are all increasingly confronted with high conflict—the painful kind that is intractable, destructive, and self-perpetuating—from polarized politics and global crises to high-stakes workplace and campus tensions. The legal system itself is set up for high conflict. While we may not have the power to resolve every issue, we can learn to respond with skill and in ways that decrease our stress level. Through an engaging, interactive discussion, participants will learn how to create space for constructive dialogue and explore strategies that foster connection and hope in even the most challenging circumstances.

Melanie Rowen, Trainer, Coach & Mediator, Center for Understanding in Conflict
Andrea Gilliam, Coach & Trainer, Andrea Gilliam Consulting

Building Future Lawyers: The Foundations 2.0 Blueprint for Education From Prelaw to Practice

For decades, the profession has worried about a lack of skills among new lawyers. In 2025, the ABA Council proposed doubling the required experiential credits for graduation, and CCJ/COSCA declared that state supreme courts will actively participate in shaping legal education/licensure, with practice readiness a top priority. What does this mean for legal educators and employers? IAALS and LSAC joined forces in Foundations 2.0 to update to the most comprehensive research to date on the essential competencies for legal practice. This session will share Foundations insights and attendees will discuss how the Foundations model can help meet the challenges ahead.

Logan Cornett, Director of Research, Legal Education, & Licensing, Inst. For the Advancement of the American Legal Sys. (IAALS)

Leanne Fuith, Professor of Law, Mitchell Hamline School of Law

Alisha Kirchoff, Applied Research Program Manager, Law School Admission Council (LSAC)

Co-Creating Talent Teams: How Firms are Developing In-House Coaching Expertise

As coaching becomes integral to modern legal practice, sophisticated firms are building internal expertise rather than outsourcing development. Beyond the ability to offer coaching in-house, AmLaw talent leaders will reveal how investing in coaching education programs can transform their talent team dynamic from reactive to strategic. This panel explores expected outcomes and early indicators for enhanced employee engagement, reduced turnover potential, and elevated performance management capabilities. Panelists share implementation strategies, budget considerations, and cultural shifts that occur when team members develop coaching competencies. Attendees receive a comprehensive strategic resource guide designed to support implementation planning and internal decision-making.

Sang Lee, Chief Executive Officer, Volta Talent Strategies, LLC

Lindsay Tomenson, Chief Professional Development Officer, Davis Polk & Wardwell

Jennifer Caggiano, Senior Director of Professional Development, Covington & Burling

From Idea to Impact: Bringing a National Mentorship Program to Life

Join us for an inside look at the journey of launching a new national mentorship program – one that goes beyond traditional models to foster connection, growth, and engagement across a law firm. This session will walk you through the full lifecycle of the program, from early ideation and stakeholder alignment to thoughtful operationalization and rollout. We'll explore creative strategies that set this initiative apart, including strategic pairings based on mentee needs, the introduction of peer mentorship models, use of tools like Predictive Index to inform pairings, cross-office collaboration to break silos, and a dynamic platform to anchor the experience. You'll also gain insight into the change management approach used to drive adoption, how we encouraged meaningful participation, and how we're building in flexibility to allow the program to evolve over time.

Selina Mamo, Director, Legal Talent, Gowling WLG

Tracy Van Brunt, Director, Legal Talent, Gowling WLG

Intentional Summer Programming in an Accelerated Market

As recruiting timelines shift earlier than ever before and hiring evolves, law firms are recruiting a new kind of summer associate – one with less developed practice interests, less exposure to legal work, and

with less time to determine the right firm fit. How do we set them up for success in a changing legal landscape, while serving our firm/region/local office? This interactive session provides professional perspectives and best practices as a foundation for optimizing summer program curricula to meet the evolving legal market and landscape and meeting firm needs.

Sadie Marsman, Manager, Associate Recruitment Mid-Atlantic Region and National Summer Program Engagement, Hogan Lovells US LLP

Claire Patten, Entry-Level Recruiting Manager, Wiley Rein LLP

Legal Limbo: International Students in a Shifting America

International students hoping to study in the U.S. are facing more uncertainty and challenges now than ever before due to changing immigration policies and widespread misinformation. Student visa processing was halted creating backlogs impacting international student enrollment at U.S. universities. SEVIS terminations, social media screening, and extensive background checks have created additional roadblocks for global talent. Uncertainty looms over the future of OPT and H-1B visas. This session will also explore alternatives to the H-1B visa. Join us to learn how law schools and employers are addressing today's immigration challenges.

Sunita Iyer, Professional Development & Training Manager, WilmerHale

Yazmyne Vasquez Eterovic, Associate Director, JD and International LL.M. Advisor, University of Miami School of Law

Ryan Coleman, Director of International Student Services, Georgetown Law School

Martin Rosenow, Attorney at Law, Rosenow Law

Power, Patience & Playing the Game: Lessons from the Top

The path to leadership in Big Law isn't always linear—it's a high-stakes game of influence, strategy, and staying power. In this candid and energizing session, a panel of pioneering C-suite leaders will share the hard-earned lessons they've learned navigating law firm power structures, driving growth, and championing talent development. Learn how to make meaningful impact from where you are, even when the path forward isn't obvious. Whether you're climbing the ladder or managing the climb of others, this session will equip you with the insight, language, and tools to lead with both courage and patience.

Julie Henson, Chief Growth Officer, Decipher Investigative Intelligence

Kristine McKinney, COO, Fish & Richardson

Kay Nash, Chief Talent Officer, Wiley Rein LLP

Natasha Zech, Chief of Attorney Talent, Williams & Connolly LLP

Toccarra Brooks, Chief Strategic Recruiting Officer, Eversheds Sutherland LLP

Preparing OLs to Thrive in a Fast-Track 1L Hiring Landscape

How did law schools support their entering 1Ls amid the accelerated 2025 recruitment cycle? From reallocating staff and revamping early career education to aligning messaging across departments, schools faced high-stakes challenges with lasting ripple effects. This session brings together admissions and career services leaders from both public and private law schools to share how they partnered to onboard students quickly and effectively. Hear what worked (and what didn't), how employer bases shaped strategies, and what lessons they're applying to the Class of 2026. Walk away with concrete ideas to streamline your OL outreach and meet evolving student and employer expectations.

Karen Britton, Vice Dean, Admissions and Career & Professional Development, University of South Carolina Joseph F. Rice School of Law

Amy Perez, Associate Dean, Career and Professional Development, University of Miami School of Law
Katrin Schroll, Associate Dean, Enrollment Management, Integrated Marketing, and Financial Aid, University of Miami School of Law
Bruce Elvin, Associate Dean and Sr. Lecturing Fellow, Career & Professional Development Center, Duke University School of Law

Reimagining Diversity, Equity & Inclusion Leadership with Vision & Agility

As the diversity, equity and inclusion (DE&I) landscape shifts, it's critical to reimagine how DE&I leaders and other influential individuals advance inclusion work amid resistance and change. In this interactive session, we'll explore how leaders reimagine their efficacy, including through nontraditional paths for advancing the work, increasing awareness of the roadblocks and mindsets that can limit innovation, and learning new ideation techniques to unlock visioning and increase career agility. Join us for a dynamic conversation on sustaining impact, fostering innovation, and leading with purpose in today's complex environment.

Bendita Cynthia Malakia, Head of Diversity & Engagement, O'Melveny & Myers LLP
Kia Scipio, Founder, ISEE Creative LLC

Solving for the Gray: Tackling Complex Challenges in Partner Recruiting

Partner recruiting at the highest levels of the legal market is rarely black and white. As the lateral landscape grows more competitive and candidate expectations continue to shift, recruiters must navigate a wide range of complex and often ambiguous challenges—requiring strategic judgment, deep market insight, and a compelling, differentiated story. This advanced-level program is designed for experienced law firm and agency recruiters who are regularly engaged in high-stakes partner hiring. Through real-world case studies and candid insights from senior recruiting leaders, the panel will delve into thorny issues such as evaluating uncertain books of business, maintaining confidentiality, managing firm politics and expectations, and aligning hiring decisions with long-term business strategy. In advance of the session, we will survey NALP members to crowdsource real-life scenarios they would like to explore and solve alongside this sophisticated audience. This session will offer a forum for high-level dialogue, honest reflection, and actionable strategies that participants can implement immediately to navigate the gray areas of partner recruiting with confidence and precision.

Jennifer Henderson, Partner, Hatch, Henderson, Fivel
Michelle Fivel, Partner, Hatch Henderson Fivel
Dyana Barninger, Senior Director of Legal Recruiting, Faegre Drinker
Ari Katz, Chief of Lateral Partner Recruiting and Integration Organization, King & Spalding

The More the Merrier: Integrating Groups or New Offices

What happens when your newest colleagues arrive as a cohesive unit—with their own leaders, culture, and ways of working? Group integrations offer a unique opportunity to intentionally shape culture, build trust, and create a shared vision for the future. Success depends not just on the new lawyers but on the entire firm, requiring close collaboration among PD, recruiting, marketing, HR, and practice group leadership. In this session, we'll explore strategies for weaving together multiple perspectives and resources to create a seamless, people-first integration experience. Attendees will leave with a roadmap for building belonging, aligning cultures, and sustaining momentum long after the welcome emails are sent.

Kelly Ryan, Director, Professional Development, Venable LLP

Shannon DeGennaro, Director of Recruiting and Professional Development, Brooks, Pierce, McLendon, Humphrey & Leonard LLP

Kaitlyn Connolly, Specialist, Onboarding and Integration, Norton Rose Fulbright US LLP

4:00 PM – 4:30 PM

Getting Involved in NALP

Want to know more about your member organization and how you can make impactful connections with your peers and exciting contributions to the work of NALP? Come learn more about how you can get involved and meet more people in the organization!

4:00 PM – 5:00 PM

Wellness Power Hour: Pushing ‘Pause’: Perimenopause, Menopause, & Manopause – Hot Topics and Flashes of Insight

Let’s get educated! Perimenopause, menopause, and man-o-pause are life stages that we, our loved ones, or our constituents go through. As these life stages gain prominence in the public zeitgeist, we should make sure that we are educated about the symptoms and potential impacts these changes can have on our work or in our personal spheres so that we can support ourselves, our colleagues, and our lawyers. Come learn about common symptoms, myths, and impacts, and leave with concrete and actionable information and best practices to support yourselves and your stakeholders.

Miriam Benor, Director of Attorney Coaching, Pillsbury Winthrop Shaw Pittman LLP

Jennifer Mencarini, Director of Cultural Engagement, Fox Rothschild LLP

6:00 PM – 7:00 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.

5:30 PM – 7:00 PM

Canadian Section Meeting and Reception

7:00 PM – 10:00 PM

An Oceanfront Member Celebration

Join all conference attendees for an evening of delicious cuisine, networking, and music. It’s time to relax and reconnect with friends old and new, so come and celebrate by the water with your peers. You will not want to miss this lively oceanfront event.

Thursday, April 16, 2026

6:30 AM

5K Fun Run and Walk

8:00 AM-4:30 PM

Registration and Resource Center Open

8:00 AM-9:30 AM *note a slightly later start to the day

Continental Breakfast and Coffee Service

8:45 AM-9:45 AM

Affinity Group Meetings

Are you looking to meet other NALP members with experiences similar to your own? NALP now has several affinity groups to help members form connections around shared identities.

10:00 AM-11:00 AM *note a little extra time in the schedule to take part in other activities or get some work done or just relax

Concurrent Sessions

AI-Powered Job Search Playbook: LinkedIn + GPT Skills for Tomorrow's Lawyers

Today's legal employers screen candidates on LinkedIn and draft postings with generative-AI tools. If law students don't master both platforms, they risk invisibility in the hiring pipeline. Former LinkedIn insider Jeremy Schifeling demystifies the algorithms and shares a step-by-step playbook— from optimizing profiles for recruiter search to prompting GPT for résumé tailoring and interview prep. Through live demos and hands-on exercises, attendees leave with AI-enhanced strategies they can teach students immediately.

Jeremy Schifeling, Founder, The Job Insiders

Beyond Policies: Supporting Parents Through Professional Development

Providing comprehensive professional development support for parents gives firms a competitive edge in recruitment, retention, engagement, and wellness. Join us as we explore innovative strategies to support parents at every stage of family life. We'll share approaches for gaining leadership buy-in and discuss the benefits of approaching parent support through a professional development lens. Together we'll explore innovative strategies to enhance career progression and well-being through culture, community building, and tailored support. Our presenters will share their own successful blueprints for supporting parents at firms of all sizes across the United States, Canada, and Europe.

Shannon DeGennaro, Director of Recruiting & Professional Development, Brooks, Pierce, McLendon, Humphrey & Leonard, LLP

Alexandra Williamson, Senior Manager of Parent Career Connection, Latham & Watkins LLP

Aleksandra (Ola) Tundak, Director, Professional Resources, Stikeman Elliott LLP

Breaking the Mold: Innovative Approaches to Law Student Recruitment

Join us for a dynamic panel discussion that challenges you to rethink the traditional approach to law student recruiting. This session is designed for NALP members who are eager to explore fresh interview methods and innovative strategies to boost engagement with prospective law students. Panelists will share their first hand experiences with innovative recruitment methods and engage in a group discussion to encourage you to experiment with customized approaches for your organization. Embrace the opportunity to collaborate with fellow talent experts and leave with a toolkit of new ideas to enhance your organization's approach to law student recruitment and engagement.

Lynn Herron, Director of Legal Talent Acquisition, Crowell & Moring LLP
Natalie Quinn, Director of Legal Recruitment, Fox Rothschild LLP

Cultivating Belonging During Difficult Times

In our profession, we're navigating a landscape that feels especially tense, polarized, and uncertain. Given this, the need to cultivate belonging and DEI—and do it differently—feels more pressing than ever. Unlocking belonging in this difficult moment will require intentional leadership behaviors that draw on novel practices and strategies. In this highly practical session, Ritu Bhasin, award-winning leadership expert, will reveal how to make this happen by highlighting: a new definition and framework for fostering belonging in crisis moments; critical leader behaviors for cultivating DEI and belonging; and methodologies for leading inclusive and supportive conversations. Prepare to be uplifted!

Ritu Bhasin, CEO and Founder, bhasin consulting inc.

Innovative Associate Integration Strategies

This session will explore new approaches to lateral associate integration designed to meet the evolving expectations of today's legal talent. Tailored for experienced law firm recruiting and integration professionals, the program will highlight forward-looking strategies that go beyond traditional onboarding. Panelists will share ideas aimed at improving early engagement, accelerating productivity, and fostering long-term retention. Emphasis will be placed on scalable, practical innovations that reflect the realities of BigLaw today—offering attendees fresh perspectives on how to support associate success from day one.

Dale Durham, Managing Director, Major, Lindsey & Africa
Rebecca Glatzer, Partner, Major, Lindsey & Africa
Bendita Cynthia Malakia, Head of Diversity & Engagement, O'Melveny & Meyers
Rebecca Calman, Head of Recruitment & Associate Integration, Freshfields US LLP

Leading Inclusive, Sustainable Change

Many change efforts stall not because of poor strategy, but because they leave people behind. This session introduces the S.P.A.R.K. Framework—a human-centered approach to leading change that actually lasts. Participants will learn how to shape a shared vision, engage diverse perspectives, activate aligned plans, and build feedback loops that sustain momentum over time. With inclusion at the core, S.P.A.R.K. helps leaders move from resistance to resilience, turning transitions into lasting cultural shifts. Participants will also hear real-world examples of how the framework is being implemented in law firms.

Manar Morales, Founder & CEO, The Diversity & Flexibility Alliance
Sarah Stein, Learning and Professional Development Director, Crowell & Moring

Recruit, Train, Retain: Elevating the Summer Associate Experience with PD

The summer associate experience is more than just a recruiting pipeline—it's a crucial period for integration, professional development, and preparing future lawyers for long-term success. In this session, we'll share how Professional Development and Recruiting teams can collaborate to create a seamless summer program experience that incorporates substantive training to develop the skills summer associates need, personalized coaching to support performance, and firmwide integration to foster an engaging environment that leads to increased retention.

Kayla Broom, Director of Professional Development, Bass, Berry & Sims PLC

Katie McDaniel, Student Programs Manager, Bass, Berry & Sims PLC

See You in the Fall? The Case For and Against Public Service Fall OCI Programs

Is there still a place for Fall OCI Programs? While some employers have scaled back on law school sponsored OCI programs and schedule interviews directly with candidates, and many law schools are scheduling their main OCI programs for the spring months, Fall OCI Programs remain a popular choice for some public service organizations. Join us for a discussion amongst employers and law school advisors on whether and how Fall OCI programs meet public service employers' hiring needs and/or benefit law students.

John Campbell, Director of Legal Recruitment, New York City Law Department

Amy Hsieh, Executive Director of Public Service Law Center, Brooklyn Law School

Mike Romney, Deputy District Attorney, Riverside County District Attorney's Office

Kyla Burke-Lazarus, Director of Public Interest and Government Programs, UC Law San Francisco

Small but Mighty: Clerkship Success for Small CSOs

Small career services offices face unique challenges in clerkship advising -limited staff, competing priorities, and the need to wear multiple hats. This practical session transforms these constraints into advantages by sharing proven strategies that work specifically for lean teams. Through real success stories and actionable tools, discover how small CSOs are finding success in clerkship placement rates by working smarter, not harder.

Christopher Gerlica, Associate Director of Career Development, Roger Williams University School of Law

Veronica Elizalde, Director of Employer Engagement, St. Mary's University School of Law

Ann Chang, Senior Associate Director of Career Development, Pepperdine Caruso School of Law

Supporting Trans Legal Professionals: What NALP Members Can Do in a Time of Anti-Trans Backlash

Trans inclusion is no longer optional for law schools and legal workplaces committed to meaningful inclusion. As an anti-trans backlash is sweeping the U.S. and beyond, trans legal professionals face growing isolation and risk. This session offers practical strategies for retention, sponsorship, and leadership development rooted in 20+ years of trans rights advocacy and the success of the Trans Legal Professionals Networking Program. Participants will learn how to move beyond performative support and build lasting infrastructure to ensure trans professionals thrive.

Dru Levasseur, Founder & Principal, Dru Levasseur Consulting, LLC

The 4 Paths to Motivation: Why People Differ and How to Coach Them to Success

Are you struggling with an associate who is not meeting in-office expectations and keeps asking why it matters? A student who clearly understands the importance of networking, but never follows through? A superstar associate who suddenly shows signs of burnout and might leave? A senior leader who ignores all feedback about their management? This session will introduce a simple, evidence-based framework outlining the four different motivational styles that drive us all. Learn how to recognize each style and use that insight to tailor your coaching around setting goals, reducing resistance, motivating others, and achieving success.

Jen Van Buren, Attorney Development Manager, Cleary Gottlieb

Kelley Shields, Associate Director, Office of Career Strategy, Georgetown University Law Center

S. Jessica Ourk, Director of Diversity, Equity & Inclusion, Keker, Van Nest & Peters LLP

The Hidden Beliefs Hindering High Performers from Reaching Their Full Potential

There's something happening in our day-to-day lives: no matter how hard we try, it doesn't feel like enough. High performers are feeling unsatisfied not just with work, but with themselves. While burnout and systemic pressures are part of the story, there's a missing piece that deserves our attention: early developmental experiences. The ways we learned to seek safety, security and connection growing up shape not only how we strive, but what we believe: about ourselves, about others, and about the world in which we live. Our to-do list is more than just a catalogue of tasks, it's a reflection of how we conceptualize responsibility. This session is about shifting our relationship with work by identifying and exploring the beliefs we learned long ago that are keeping us stuck. It's about recognizing that the problem isn't how hard you're working, it's about what you believe is true, as you try.

Kara Hardin, Founder, The Practice Lab

Using Compensation and Billable Hours to Attract and Retain Top Talent

Based on extensive survey data and personal experience from three very different perspectives (law firm partner, health and wellness coach for lawyers, and legal recruiter) we will speak about variable compensation structures. Firms hold the power to adjust billable hour targets and compensation to create a package that is more desirable to this upcoming generation of associates. We will clearly distinguish "reduced hours" from "variable compensation" to arm attendees with all of the information they need to discuss the options available to firms. Survey data will guide us to tell you what associates want, and what is in the universe of the possible.

Kate Reder Sheikh, Partner, Major, Lindsey & Africa

Megan O'Neill, Founding Partner, DTO Law

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

11:00 AM – 11:30 AM

Break

11:30 AM-12:30 PM

Concurrent Sessions

Creating a Law Firm Culture Where First-Generation Professionals Can Thrive

How is the law firm experience different for someone that has never set foot in a corporate or law firm setting? For someone who does not have any lawyers, professionals, or even anyone that has gone to college in their family? How about for an immigrant, or a child of immigrants that is also navigating a different culture or being between two cultures? This program explores what it means to 'be the first' - the first person in a family to go to college or law school, first-generation immigrant, first professional, etc. While the responsibility of 'being the first' can sometimes motivate and inspire people, it can also put a lot of undue pressure on professionals who may be already navigating a challenging profession, difficult economic circumstances, and uncertain times. Drawing from personal experiences, work with law firms, and current research, panelists will discuss some of the dynamics that can occur when these professionals enter law firms. What are some common experiences that can be used to connect people? What are some potential challenges and opportunities? And what can law firms do to leverage the strengths of these professionals and set them up for success?

Diego Carvajal, Senior Manager, Learning & Development, Mayer Brown LLP

MaLora McCullough, Consultant, VallotKarp Consulting

Curing Early Recruiting FOMO: A Guide for Students & Employers

The acceleration of Big Law recruiting has reshaped the 2L summer landscape—but what about the many students and employers outside of the early timeline? This session explores how career services teams can recalibrate resources, messaging, and programming to serve students pursuing employment outside the early recruiting process. Join colleagues from schools with diverse employer bases to discuss strategies for maintaining engagement, reduce anxiety, and preserve exploration time for students. We'll share ideas on how to maintain connections between students and those employers who recruit and hire on other timelines, manage expectations, and avoid a “two-tiered” system in the wake of Big Law’s timeline shift.

Suzanne Hard, Associate Dean, Career Development Office, George Washington University Law School

Quaime V. Lee, Assistant Dean, Center for Co-op and Career Development, Northeastern University School of Law

Amy Kimmel, Assistant Dean, Career Development Office, University of California Law, San Francisco

Jennifer Heckman, Director of Employer Recruitment, Office of Career Services, Florida State University College of Law

Financial Readiness is Career Readiness: The Missing Link in Law Student Success

Financial capability is often treated as a side issue — separate from academic or career readiness — when in fact, it is deeply interwoven with law students’ confidence in pursuing clerkships, public service roles, or entrepreneurial practices. This session will make a compelling case that robust financial education is not an optional add-on but a critical pillar of career success. We’ll explore how financial literacy initiatives and strategic student loan education bolster students’ ability to navigate starting salaries, relocation, and bar prep expenses, all of which directly impact their choices and professional trajectories. By sharing examples from schools that have embedded financial programming into career services, we’ll provide actionable ideas to build a more holistic student support model.

Derek Brainard, Director - Financial Education, AccessLex Institute

Finding Their Strong Suit: Winning Strategies for Faculty Collaboration

When law faculty and professional staff collaborate effectively, everyone wins. But for many staff, working with faculty feels like playing against a stacked deck. In this interactive session, we’ll decode common faculty personalities using a playful “suits of cards” framework and discuss winning strategies for dealing with challenging players, outdated hierarchies, and hidden rules. Whether you're tired of feeling dismissed or ready to turn an opponent into a teammate, you'll leave with tools to strengthen collaborations and boost your professional hand. Come ready to learn how to win the collaboration game—no matter what cards you’re dealt.

Rachel Martin, Director of Clinics, Externships and Public Interest, Samford University Cumberland School of Law

Loren Berryhill, Director of Career Development Programs, Baylor University School of Law

Paige Yarbrough, Director, Career and Professional Development, Samford University Cumberland School of Law

From Insight to Action: Trends Shaping Alumni Relations

Five years on from the original session, 'To Infinity and Beyond: Perspectives on the Evolution of Law Firm Alumni Relations,' a panel of alumni relations leaders will provide fresh insights on the current state and anticipated growth of alumni relations roles and programs at law firms. Drawing on findings from a new nationwide survey of alumni relations professionals and revisiting the same core questions — updated

with today's most relevant considerations — panelists will offer a comprehensive overview of how firms are approaching alumni engagement today and where the field is headed.

Debby Cusumano Caldwell, Director of Alumni Relations, Winston & Strawn LLP
Adrienne Kelly, Global Director of Alumni Relations, McDermott Will & Schulte

How the Legal Placement Industry Can Shift the Narrative About Black Men

Black men make up less than 5% of lawyers in the United States but are overrepresented in our prison system. Much of this statistical disparity can be attributed to the stereotypes about Black men. This session is intended to highlight commonly held myths about Black men and how they are reinforced in the legal industry, provide a more empowering message about Black men to dismantle the myths, and offer practical ways that the legal placement industry can help shift these narratives. Whether it is a career counselor advising minority students without bias or a recruiter seeking diverse talent with pre-determined criteria or professional development leaders guiding practitioners to elevated positions where representation is challenging and tokenism is afoot; the legal placement industry is well-positioned to help shift the narratives about Black men.

Christopher Neal, Director of Career Services, Temple University Beasley School of Law
Ray English, Senior Director of Diversity, Equity & Inclusion, Snell & Wilmer
Randy Reliford, Associate Dean for Career Planning & Professional Development, Florida A&M University College of Law
Robert Proctor, Associate Director of Career Counseling, George Washington Law School

Inside, Outside, and All the Way Up: The Career Journey of Legal Recruiters

Our discussion will focus on how professionals can transition between different types of recruiting roles, including law student recruiting, lateral associate recruiting, partner recruiting, and external agency recruiting. We will concentrate on how our transition from one area to another impacted our current job — good or bad and how the days of full service/full desk recruiters is changing and how some law firms are segmenting areas of recruiting now.

Elise Lyman-Hall, Attorney Recruiting Manager, Fisher & Phillips
Amy Monroe, Director of Partner Recruiting, Fisher & Phillips
Elizabeth (Betsy) Key, Attorney Recruiting Manager, McGuireWoods
Anne Heaviside, Principal, Upperline Legal
Amy Mallow, Principal; Executive Coach and Recruiting Strategist, Talent Success, LLC

Me, Myself & I: Reconciling Identity & Finding Yourself in Times of Change

Our profession is steeped in identity: prestigious titles, drive for excellence, and pressure to perform. But when life changes—when we become parents or caregivers, get promoted, or otherwise change roles—how can we adapt as our sense of self evolves? In this interactive session, we'll explore how to reimagine our identities amidst change. Through the lens of values-based decision-making, we'll examine how to honor enduring values while releasing outdated identities and constructing a new path forward. Participants will gain a practical toolkit for managing perfectionism, embracing flexibility, allowing for uncertainty, and designing a life aligned with their evolving identity.

Jordana Confino, Founder & CEO of JC Coaching & Consulting; Adjunct Professor, Fordham Law
Elisabeth A. Beal, Assistant Dean for Career Services, William & Mary Law School

Red, Yellow, or Green light? Ethical Considerations in Lateral and Group Hiring

When must you come to a screeching stop? When are you free to go full speed ahead? When must you proceed with caution? How can you make sure you get the whole group? What can or can't you or the candidate say to potential clients? How can you avoid or handle sticky situations? What other ethical quandaries have you faced? Bring your questions to this eye-opening and interactive session. Learn from the experts who live and breathe this every day. Internal and external recruiters and an ethics lawyer share their secrets and lessons learned.

Valerie Fontaine, Managing Member, SeltzerFontaine LLC
Alexandra Mai, Director of Recruiting and Integration, Brown Rudnick
Hilary Gerzhoy, Legal Ethics Partner, HWG LLP
Victoria Gamble, Partner, Gamble Partner Placement

Rolling out the Red Carpet for Gen Z Onboarding

If we fire them all, there will not be any talent left. Though it may seem as though they may have accepted your offer with the expectation of quitting in a day, the reality is they want what every generation does - to enjoy where they work. We can assume that quitting and leaving their new job is the last resort. So what's going wrong? In this session, Vanessa Zamy, a Millennial and Global Leadership Trainer, will share practical and actionable strategies to build a resilient, future-ready legal workforce, ensuring new hires don't just survive, but truly thrive from day one.

Vanessa Zamy, Managing Principal & Global Leadership Trainer, LiberationX Contracts

The Law Firm of the Future: Bridging the Cultural Generation Gap

Today's law students and early-career lawyers are entering firms with bold expectations, and they're not shy about sharing them. In this fast-paced, interactive session, we'll unpack fresh survey and focus group findings from students, associates, and firm leaders to map where expectations collide. From how power and influence really work to email etiquette and mental health, this session reveals the friction points and offers practical strategies to address them. Join us to explore how firms and law schools can align cultures across generations, challenge outdated assumptions, and build workplaces that actually work for everyone.

Ben Grimes, Director of Coaching, Fringe PD
Jen Henfey, Associate Dean for Professional Development and Leadership, Villanova University Charles Widger School of Law
Bruce Elvin, Associate Dean & Director, Career & Professional Development Center, Duke Law School
Rachael Bosch, Chief Executive Officer, Fringe PD

The Ownership Gap: Why Associates Don't Step Up (and What to Do About It)

Many partners complain, "How do I get junior associates to take more ownership?" Lawyers with an ownership mindset don't wait for direction—they anticipate, act, and elevate the entire team. But what does it mean to "think like a partner" or "own" matters, and how can we teach this skill to lawyers and law students? This seminar explores psychological barriers to ownership and offers practical tips. We'll share ways to improve ownership through better delegation, coaching, and feedback. But we'll also address partners' misconceptions about associates and their motivations, giving you the tools to help partners navigate the infamous ownership gap.

Ben Sachs, Professor, University of Virginia School of Law
Natasha Zech, Chief of Attorney Talent, Williams & Connolly LLP
Nicholas Alexiou, Vice President & Search Consultant, Javelin Search and Growth Advisors

Wait, We're Doing What Now? Mastering the Art of Managing Change

Change is the new normal in legal recruiting – new timelines, new processes, and new expectations from leadership. So how do you keep your team aligned and your leaders informed while staying confident through it all? In this candid and practical session, we'll explore strategies for managing change, building buy-in, and leading with empathy. We'll also take a closer look at the ever-evolving student hiring processes and share tools to help you prepare for both the expected and the unexpected. Whether you're responding to industry shifts or navigating internal transitions at your firm, you'll leave with practical strategies to lead effectively amid the constantly evolving environment.

Lisa Feden, Director of Legal Recruiting, Ballard Spahr LLP

Chuck Curtis, President, CICurtis31 Consulting

Sandra Morriss, Law Student Talent Acquisition Manager, Davis Wright Tremaine LLP

12:30 PM – 1:45 PM

Social Impact Luncheon

For 60 years, Legal Services of Greater Miami has protected rights, preserved dignity, and expanded access to justice for those who need it most. Legal Services of Greater Miami is a non-profit law firm whose mission is to advance economic opportunity and social justice. We provide free, high-quality civil legal assistance to people who can't afford a lawyer, helping them protect what matters most—whether it's their home, income, health, or safety. Come to this Social Impact Luncheon to hear more about what we are doing in the community here in South Florida.

12:30 PM – 1:45 PM

Networking Lunch

1:00 – 2:15 PM

Section and Group Meetings

Join your colleagues at a section meeting to get involved with creating valuable resources, designing educational programming, and collaborating with peers.

2:30 PM-3:30 PM

Concurrent Sessions

Beyond the Talking Heads: Making Waves with Law Student Engagement

Today's law students engage differently, requiring innovation beyond traditional career panels—free pizza isn't enough! In this session, panelists from three law school career services offices will share how they create impactful programming, including mentor initiatives, social media campaigns, employer visits, alumni features, attorney-in-residence programs, and fair-style events. Learn how to design these offerings, boost student engagement, and gain buy-in from key stakeholders, especially students. Attendees will leave with adaptable best practices and creative ideas that work across various budgets and staffing models, empowering career services professionals to better connect with and support today's evolving law student population.

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

Tammy King, Assistant Dean for Professional Development, Washburn University School of Law

Maria Comas, Assistant Dean of Career Services & Alumni Relations, Thomas R. Kline School of Law of Duquesne University

Copying is a Compliment: Borrowing the Best Integration Ideas from Other Industries

Being fashionably late to the integration party is an advantage because law firms have plenty to gain by borrowing brilliance from other industries. In this lively panel, we'll explore how sectors like tech, consulting, and healthcare build programs that foster belonging, boost performance, and keep talent engaged. Through real-world use cases and candid conversation, panelists will share practical strategies for designing lawyer integration that goes far beyond the welcome lunch.

Pascale Bishop, Manager of Attorney Integration, Fisher Phillips

Jill Caughie, Director of Lateral Integration, Cozen O'Connor

Melissa Berry, Director of Professional Development, Perkins Coie

Kaushi Muthukuda, Director of Attorney Professional Development, Honigman LLP

Diversity and Inclusion Hot Topics Discussion

Inclusion work is both deeply personal and profoundly professional. Let's have an honest discussion about what inclusion really looks like in our profession today. Together, we'll explore what's working, what's not, what gives us hope, and how legal professionals across law schools and law firms are navigating today's challenges. Moderators will introduce timely topics and guide small-group discussions designed to foster candid reflection and collective learning.

Sylvia James, Chief Opportunity & Engagement Officer, Winston & Strawn

Alison Ashe-Card, Associate Dean for Diversity, Equity, and Inclusion, Duke University School of Law

Expanding Capacity & Supporting Graduates: LRAPs in the New Policy Landscape

This panel explores how law schools can adapt Loan Repayment Assistance Programs (LRAPs) to better support graduates amid rising student debt and evolving federal policy. Panelists will discuss recommended LRAP changes in response to new legislation, implications of any changes in Public Service Loan Forgiveness, and strategies for educating graduates. This session will include information sharing about approaches for expanding LRAP capacity to meet increasing financial need.

Jennifer Geller, Public Service & Policy Program Managing Director, University of Oregon School of Law

Amanda Prasuhn, Director of Public Interest Financial Support, Berkeley Law

Kimberly Wong, Associate Director for Government and Public Interest Careers, Boston University School of Law

Brooke Meckler, Director of Community Engagement, Equal Justice Works

From Classrooms to Chambers: The Role of Law Schools in Diversifying Judicial Clerkships

This panel will discuss a current American Bar Foundation (ABF) study and working paper that explores empirically the role that law schools play in helping to diversify the pool of federal judicial clerkship applicants.

Ajay Mehrotra, Research Professor, American Bar Foundation and Professor of Law, Northwestern Pritzker School of Law

Janet Siegel Brown, Senior Lecturer and Director of Judicial Clerkships, Northwestern Pritzker School of Law

Rochelle McCain, Director, Judicial Clerkships, Yale Law School

Innovative Talent Acquisition: Harnessing Branding, Marketing, and Communications

In today's competitive legal recruiting landscape, effective talent acquisition requires more than traditional recruitment methods. This session explores how law firms can leverage dedicated branding,

marketing, and communication professionals to attract top-tier talent. This session will provide actionable insights into creating a compelling employer brand, utilizing recruitment marketing techniques to enhance visibility, and employing communication strategies to engage potential candidates. Attendees will gain practical knowledge on integrating these elements into their recruitment processes, ensuring their organizations stand out in the crowded legal market and successfully secure the best candidates for their teams.

Marsha Nagorsky, Senior Manager, Attorney Recruiting Marketing & Alumni Relations, Wilson, Sonsini Goodrich & Rosati

Jenny Li, Senior Employer Branding Manager, Morrison Foerster

Hiroko Peraza, Senior Manager, Lawyer Talent Acquisition & Outreach, Davis Wright Tremaine LLP

Lauren Mas, Communications Senior Manager - Global Attorney Recruiting, Latham & Watkins

Preparing to Lateral: What Students Should Do Now to Land the Job They Want Later

“Your first job isn’t your last” and the data proves it. The NALP Foundation reports that two-thirds of lawyers change roles within their first five years. So how can students whose credentials might not open every door right away still land their dream firm eventually? What skills should they develop now? Who should they connect with? Join us for a dynamic discussion on how students can take smart, strategic steps today to set themselves up for a successful lateral move tomorrow. The path to their dream job might not be direct but it can still be deliberate.

Samantha Ciriaco, Director of Professional Development, Case Western Reserve University School of Law

Mary Beth Salem Moore, Legal Recruiting Manager, Benesch

Jason McCann, Owner and Principal, Gridline Search and Consulting

Alexis Joyce, Assistant Dean of Career Development, Pepperdine University Caruso School of Law

Silver Linings & Smart Strategies: Navigating Recruitment’s New Normal

The accelerated timeline for summer associate hiring continues to present challenges for students, career counselors, and legal recruiters. While the pace of recruitment is unlikely to slow, this session offers a fresh perspective—focusing on the unexpected benefits and strategic adaptations that have emerged in response. Panelists from both law schools and legal employers will share insights into how they’ve pivoted their approaches, strengthened collaboration, and uncovered new opportunities to support students more effectively. Attendees will leave with practical strategies, renewed perspectives, and a deeper understanding of how to thrive in a fast-paced recruiting environment.

Ann Chang, Senior Associate Director of Career Development, Pepperdine Caruso School of Law

Brenda Smith Porter, Assistant Director of Career Services, Penn State Dickinson Law

Succession Planning for Your Partners, Your Team, or You!

Succession planning poses daunting challenges — whether you’re a firm’s Alumni Relations professional supporting sunsetting senior partners, a manager helping a staffer moving toward retirement, or preparing yourself and your team for a smooth transition as you plan the next (or last) chapter in your own professional journey. Need both global and granular advice and strategies for universal succession planning best practices? Hear from a panel of experts — an lawyer transition coach, a Global Alumni Relations & Lawyer Experience professional, and two of NALP’s Retirement Advising Network (RAN) leaders — on how to get started, set goals, motivate others, and/or ready yourself to move forward.

Tom Schoenherr, Assistant Dean, Public Interest Resource Center (Retired), Fordham Law School

Stephen E. Seckler, President, Seckler Attorney Coaching

Irena McGrath, President, McGrath Talent Strategies

Laura Karmatz, Senior Director of Global Alumni Relations and Lawyer Experience, Reed Smith

The AI Age: Training and Developing New Lawyers in a Whole New World

As AI transforms legal practice, new professionals must be equipped to use these tools effectively and responsibly. This session explores how to train students and associates on integrating AI into daily workflows, using checklists for quality control, and managing common issues like hallucinations and outdated data. We'll discuss strategies for fostering adoption, building trust, and iterating quality measures over time. With a focus on change management and practical safeguards, you'll gain tools to enhance both performance and accuracy—preparing your team for success in an AI-powered legal landscape.

Elissa Ferrari, Director, Legal Talent, Gowling WLG

Amine Bakas, Director, Legal Talent, Gowling WLG

What's Really Motivating the Next Generation of Legal Talent?

This session will draw on the latest annual survey research from Chambers & Partners, capturing the perspectives of over 8,000 associates. We will unpack the driving factors behind their firm choices, how firms measure up to their expectations, and the must-haves for today's talent. We'll also delve into whether partnership remains the goal, or if new aspirations are emerging, and whether the executive orders have had an impact on the associate experience. Attendees will gain actionable insights into what fuels commitment and how firms can better align with the values and ambitions of today's talent.

Cait Evans, Global Talent Head of Research, Chambers & Partners

David Johnson, Director of Client Services, Chambers & Partners

Why Top Partner Candidates Are Choosing Other Firms

Our experts will give insight into the lateral partner candidate's mindset throughout the hiring process, highlighting what works (and doesn't). This session will go beyond the surface of how to "sell" one's law firm and explain specifics about how candidates ultimately make their decisions. We will delve into competing offers, presentation/components of a compelling offer, the nuances of the interview process; distinguishing your firm, and the factors considered by a lateral (and it's not just money!) The goal is to better equip our audience to advise their firms on how best to attract and secure top partner talent.

Ross Weil, Partner, Walker Associates

Melissa Peters, Owner, MP Legal Search (also current NALSC President)

Jeffrey Delaney, Partner, Chief Recruiting Officer, Pillsbury Winthrop Shaw Pittman LLP

Gregg Eisenberg, Managing Partner, Benesch Friedlander Coplan & Aranoff LLP

3:45 PM-4:15 PM

Exhibit Hall Final Look and Prize Drawings

4:30 PM – 6:00 PM

Reception Celebrating Culture and Connection

Come celebrate culture and connection with all conference attendees.

Friday, April 17, 2026

6:30 AM – 7:30 AM

Yoga

7:30 AM – 8:30 AM

Wellness Power Hour: Coastal Reset: A "Blue Mind" Beach Walk Experience

Grounded in the science of Forest Bathing (Shinrin-yoku) and the restorative principles of “Blue Mind”, which highlights the therapeutic effects of being near water, Coastal Reset is a mindful, sensory-rich shoreline walk designed to help participants unplug, slow down, and reconnect with themselves, each other, and the natural world. Through guided prompts, reflection, and mindful movement, this session offers a purposeful pause to restore clarity and reset the nervous system. Leaders who prioritize recovery and awareness are better equipped to manage stress, navigate complexity, and sustain high performance—this experience brings that research to life. ***Participants will meet in a conference room before going out to the beach.**

Donna Branca, Director of Strategic Leadership and Secretary to the Firm, Blank Rome LLP

Sheri Zachary, Director of Coaching and Well-Being, Saul Ewing LLP

Michelle Nash, Director of Leadership and Organizational Development Hogan Lovells

Gianna Karapelou, Director of Coaching and Development, Dechert LLP

7:30 AM-9:00 AM

Continental Breakfast and Coffee Service

7:45 AM – 8:45 AM

Q&A with the ABA

7:45 AM – 8:45 AM

Public Service Employer Breakfast

7:30 AM-8:45 AM

Section and Group Meetings

9:00 AM-10:15 AM

Closing Plenary

10:15 AM-10:30 AM

Break

10:30 AM-11:45 AM

Concurrent Sessions

Alumni Relations Tech Toolkit: What Works and How to Use It

This session highlights how alumni professionals are solving problems with technology through practical, collaborative approaches — whether by partnering with internal teams like Project Management Offices

(PMOs), leveraging CRM tools to strengthen data management and engagement, using LinkedIn to track alumni career transitions, or experimenting with AI driven solutions. Attendees will walk away with actionable takeaways and best practices that alumni teams can implement right away.

Yishi Liang, Business Analyst Supervisor, Winston & Strawn LLP
Catherine Miller, Alumni Relations Coordinator, Akin

Building Dream Teams: How AI Guides Smart Legal Hiring Decisions

What if you could predict which law school graduate will become a rainmaker before they even walk through your doors? Traditional hiring relies on gut instinct and pedigree – but the best legal talent often doesn't fit the expected mold. This session reveals groundbreaking AI research that identifies the hidden patterns separating high-performing lawyers from the rest. Join industry pioneers Inga Masjule, three-time CHRO/CTO at leading Am Law 100 firms, and a founder of OneRetain, and Antony Cooke, creator of the Chambers Talent Products and Director of Data Innovation & Strategy at Legal500. They'll share how data-driven insights eliminate hiring bias and give you the confidence to spot tomorrow's legal stars today. Walk away with unique insights and actionable tools to transform your recruitment strategy and build legal teams that don't just perform – they dominate.

Inga Masjule, Chief Executive Officer, OneRetain
Antony Cooke, Consultant, Antony Cooke Consulting

Coaching to Values: Retain Mid-Levels & Prevent Burnout

Mid-level lawyers often have the greatest potential and the heaviest burdens. This session explores how values-driven coaching reduces burnout, boosts retention, and prepares rising talent for leadership—while also boosting firm performance and client outcomes. With insights from top legal talent development leaders, including experts at AmLaw 100 firms, presenters will share real-world frameworks and case studies illustrating how coaching connects individual mindset with measurable results. Attendees will gain actionable tools to build or refine coaching programs that align mid-level growth with firm priorities, strengthen culture, and elevate client service.

Michele Richman, Chief People Officer, Lawline
Laura Yerhot, Career Coaching & Planning Manager, Troutman Pepper Locke
Melissa Berry, Director of Attorney Development, Perkins Coie LLP
Kendra Brodin, Founder & CEO, EsquireWell

Direct Sourcing for Lateral Associates: Elevate Your Recruiting Game

Ready to level up your recruiting strategy? This session is designed for firm recruiting professionals who want to move beyond traditional methods and costs and take a more proactive approach to associate hiring. Learn how to identify searches best suited for direct sourcing, leverage internal referrals, and use platforms like LinkedIn and firm intelligence tools to build targeted outreach. We'll cover practical direct sourcing tips about messaging, timing, and balancing headhunter engagement—so you can connect with top talent quickly and cost-effectively and deliver strong results for your firm.

Jessica Marks, Lateral Recruiting Director, FBT Gibbons
Joe Christian, Director of Attorney Recruiting, Bass, Berry & Sims
Natalie Quinn, Director of Legal Recruitment, Fox Rothschild LLP

From Awareness to Action: Supporting First-Gen Professionals in Big Law

This candid, interactive session offers a behind-the-scenes look at how one law firm, Williams & Connolly, is beginning to explore and implement a strategy for supporting first-generation professionals (FGPs). Through a moderated conversation, firm leaders will share what prompted their focus on FGPs, what they're learning, and what's still in motion. Designed for legal talent professionals, this session highlights the importance of recognizing first-gen identity as a dimension of professional development and offers actionable, early-stage strategies to help firms attract, retain, and advance high-potential FGP talent.

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

Malachi Jones, Chief Diversity Partner, Williams & Connolly

Michelle Hoover, Principal, Baem Leadership LLC

High Performance and Perfectionism: Redefining Success in the Legal Profession

For lawyers, it's an all-too-common scenario: working late to perfect already excellent briefs, endlessly revising documents clients would be happy with, and struggling to hit send on work that's more than sufficient. This perfectionist mindset creates anxiety, burnout, and relationship strain while actually sabotaging performance. This session provides practical strategies to recognize when perfectionism becomes counterproductive, set quality standards that satisfy clients without destroying your life, and use techniques to quiet your inner critic. Learn to create boundaries that protect both excellence and mental health, maintaining professional excellence while reclaiming your time, energy, and joy in practicing law.

Jennifer Gillman, Founder and President, Gillman Strategic Group

Jordana Confino, Founder & CEO of JC Coaching & Consulting; Adjunct Professor, Fordham Law

Emily Stedman, Partner, Husch Blackwell

Lawyering in a Time of Uncertainty and Chaos

In today's era of turbulence and systemic strain, public interest lawyers, students, and professionals in high-pressure roles need strategies to sustain their work and well-being. This interactive session introduces Trauma-Responsive Restorative Advocacy, a framework integrating neuroscience, somatic (body-based) tools, and restorative practices to foster wellness, build relational capacity, and support sustainable legal practice. Designed for those in legal education, professional development, DEI or wellness roles, and lawyers, the session offers practical tools for cultivating self-awareness, deepening listening, and strengthening relationships. Participants will leave with concrete, adaptable practices to support themselves and those they serve across legal education, supervision, and organizational culture.

Amy Dallas Dunayevich, Attorney and Author of Right-Relationship: Practicing and Teaching Trauma-Responsive Restorative Advocacy, <https://amydallas.com>

Lindsey Frischer, Attorney, Coach, <https://www.lindseyfreida.com>

Ziedah Diata, Attorney, Nervous System Educator, and Coach, <https://www.ziedahdiata.com/>

Managing Up, Down, and Across - Leadership Strategies for Legal Professionals

As newer and experienced professionals progress throughout their careers, they encounter shifts in responsibilities – managing up to their supervisors, managing staff members, lawyer expectations, and cross-departmental stakeholders. Navigating these relationships requires effective communication, leadership skills, and the ability to manage up, down, and across. This session will explore the evolving challenges faced by legal professionals and provide practical insights and techniques to gain influence

and successfully manage relationships to become a trusted leader in your organization – regardless of your level of experience.

Luke Lemmeier, Recruiting Manager, Jones Day

Frannie De Simone, Associate Recruiting Manager, Faegre Drinker Biddle & Reath LLP

Ginny Mueller, Talent Acquisition Manager, Law Students, McDermott Will & Schulte LLP

Kara Marcoux, Associate Recruitment Manager, Fox Rothschild LLP

More Than a Welcome Email: The Case for Pre-Day-One Prep

They've accepted the offer—but are they truly ready for firm life? This session shares a collaborative model from Keep Company and Fringe that supports 3Ls with return offers through a six-month pre-onboarding experience. Now entering its second year, this program equips future associates with the tools, confidence, and mindset to succeed before day one. Alongside a participating firm, we'll explore key lessons learned, participant feedback, and early outcomes. Whether you sit in recruiting, PD, or DEI, this session offers fresh, actionable ideas for closing the readiness gap and building stronger, more prepared incoming cohorts.

Rachael Bosch, CEO, Fringe PD

Adrienne Prentice, Co-Founder & CEO, Keep Company

Meesha Ali, Sr. Manager, Learning & Development, Freshfields US LLP

Supporting International Students in Uncertain Times

International lawyers — JD and LL.M. — manage not only academic and professional pressures, but also stressors tied to events in their home regions, and geopolitical situations affecting their immigration status and studies in the U.S. The emotional and psychological impacts of domestic political rhetoric, international natural disasters, war, civil instability, or humanitarian crises (among others) are felt intensely. These situations can affect a student's ability to focus, engage, and plan for their careers — particularly when their immigration status or employment prospects are also in flux. This session will explore how legal career professionals can support international students during times of uncertainty.

Clara Solomon, Senior Director, New York University School of Law

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

Frantz Price, Jr., Director of LLM & International Careers, Columbia Law School

Elizabeth Gradinger, Associate Director, Career and Professional Development, Brooklyn Law School

The Curious Case of the Disengaged Law Student

It's not you, it's them! Why are some students ghosting their Career Services Office? In this session, we'll explore student engagement—or the lack thereof—by going straight to the source. Drawing from student perspectives and a panel of CSO leaders, we'll examine the root causes behind declining engagement, generational trends in communication, and student expectations around support. Join us as we unpack where disconnects may lie—and what CSOs can do to reframe, re-engage, and rebuild trust with their students.

Amanda Bryant, Product Marketing Manager, Flo Recruit

Michelle Parsons, Assistant Dean for Career Services, Vanderbilt Law School

Robin Apodaca, Associate Dean of Career Services, USC Gould School of Law

Natasha Patel, Assistant Dean for Career Development, Emory University Law School

12:00 PM-1:30 PM

Business Meeting and Lunch

1:45 PM-3:00 PM

Concurrent Sessions

AI in Action: Transforming Talent Recruitment and Development at Law Firms

Artificial intelligence is transforming how law firms recruit, develop, and retain talent. This session will explore how AI is being used across the legal talent lifecycle – from sourcing candidates and streamlining interviews to personalizing lawyer training, performance feedback, and career development. We'll share real-world examples, discuss emerging tools, and examine the ethical and compliance considerations firms must navigate. Attendees will leave with a clear understanding of current AI capabilities, what's hype versus what's helpful, and practical strategies for integrating AI thoughtfully into recruiting and professional development initiatives to support long-term success in a rapidly evolving legal landscape.

Mia McLaughlin, Legal Recruiting Manager, Reed Smith

Tina Metis, Director of Attorney Recruiting, O'Melveny & Myers LLP

Emily Coveyou, Associate Recruiting Manager, Faegre Drinker Biddle & Reath LLP

Design Your Workflow, Reclaim Your Day, and Build Systems That Work for You

Legal professionals thrive on precision and structure yet often find themselves navigating repetitive workflows that demand meticulous attention. By crafting thoughtful systems and streamlined processes, you can take control of your day and elevate your entire team's performance. Our practical framework develops organizational tools that boost productivity, minimize errors, and creates confidence for high-value work. Building on time management principles, discover strategies for workflow mastery in remote and traditional environments. We'll explore how productivity systems can be personalized for diverse cognitive styles. We will also highlight approaches that leverage the unique strengths of individuals with learning differences such as ADHD.

Fairuz Abdullah, Deputy Director, Career Development Office, University of California Law, San Francisco

Drew Amoroso, Founder, Due Course

Echoes in the Feed: The Impact of Social Media on Professional Identity Formation

In today's digitally connected world, a law student's online presence is crucial to their emerging professional identity. This presentation equips law schools with tools to guide students in navigating the complexities of social media. We will delve into the nuances of various social media platforms and the implications for legal professionals. The session will provide a balanced perspective, exploring both the advantages and pitfalls of social media engagement. A critical component will be understanding employers' perspective: what do hiring teams look for, and what red flags might they encounter when reviewing a candidate's online profile? This presentation will empower staff to advise students on leveraging social media for strategic personal brand marketing, discussing how to cultivate a professional online persona that aligns with their career aspirations and the sensitive topic of political implications for law students using social media while remaining authentic.

Savaun Perry, Assistant Dean of Career Services North Carolina Central University School of Law,

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

Nicole Netkin-Collins, Director for Government & Public Interest, University of Colorado Law School

Crystal Jones, Manager of Community Engagement & Talent, Parker Poe

Mind the Gap: Turning Practice Weakness into Competitive Wins

In today's hyper-competitive legal market, growth is no longer just about adding headcount—it's about adding the right talent in the right places. This session introduces a bold, data-centric framework for accelerating firm growth through smart, strategic decision-making. We'll show you how to use gap analysis to uncover weak spots in your practice mix, expose over- or under-resourced capabilities, and reveal high-value opportunities hiding in plain sight. Then, we'll take it a step further—guiding you through how to leverage that intelligence to benchmark against key competitors, align talent strategy with market demand, and identify strategic hires that drive real, measurable impact. Whether you're planning for expansion, M&A, or lateral growth, this is more than a talent conversation—it's a blueprint for using data to secure your firm's future and outperform the market.

Julie Henson, Chief Growth Officer, Decipher Investigative Intelligence

Greg Hamman, Chief Data Officer, Decipher Investigative Intelligence

Public Service and Pro Bono Wrap-up Extravaganza!

Ever promise yourself you'd implement an idea you learned at a conference, only to lose the idea in the shuffle once back at your desk? Let's close the NALP conference by sharing all the public service and pro bono ideas and practices we've learned this week, and the challenges we've identified! Let's discuss how we can implement the positive things and address the challenges. Together, we'll inventory what we've learned, brainstorm to solve the challenges we identify, and develop accountability tools to help us implement new ideas back at work. Let's close the conference with renewed energy for public service and pro bono!

Steve Grumm, Senior Consultant, thredpartners

Amy Hsieh, Executive Director, Public Service Law Center, Brooklyn Law School

John Campbell, Director of Legal Recruitment, New York City Law Department

Chris Gerlica, Associate Director of Career Development, Roger Williams University School of Law

Stay Interviews: Conversations That Keep Talent

Want to keep your top talent? Start by listening before they leave. Stay interviews are one of the most effective tools for improving retention, engagement, and morale. In this interactive, hands-on session, you'll learn from a panel of HR and professional development experts who have successfully implemented stay interviews within their organizations. Discover how to design impactful questions, lead trust-building conversations, analyze feedback for meaningful action, and gain leadership buy-in. By the end of the session, you'll have the confidence to use stay interviews to strengthen connection and trust to make this strategy a consistent part of your culture.

Miyli Roan, Senior HR Generalist, Lawline

Matthew Galando, Director of Professional Development, K&L Gates LLP

Kathryn Marquez, Global Director of Learning & Development, Bryan Cave Leighton Paisner LLP

The 1L Summer Conundrum: Fast Decisions, Long-Term Impact

1L students and the law firms who increasingly recruit them for 1L summer face a progressively trickier situation as the 2L summer hiring process has accelerated into the Spring semester. Students may need to make decisions about their 2L summer before starting their 1L summer position and law firms face uncertainty about their summer associates' commitment to return. But the downstream effects may be even more concerning: early mismatches, poor long-term fits, and junior associates questioning how they ended up where they did. This session will explore what we've learned, what we can adjust, and how we can be more effective going forward.

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

Kasey Fenn, Director of Professional Development & Recruiting, Davis Graham & Stubbs LLP

Alexandra Garcia, Associate Recruitment Manager & National School Engagement, Hogan Lovells

George Podolin, Assistant Dean for Career Services, William & Mary Law School

The Devil is in the Details: An Insider's Guide to the LPQ

Discover how to distinguish genuine talent from overstatement and underpromising when evaluating lateral partner candidates. Our experts guide you through the Lateral Partner Questionnaire, evaluating client portability, reputation, and fit, while offering strategies to collaborate effectively with search consultants for successful strategic growth. This session will dig deep into the LPQ and go beyond the surface, by assessing the “why” behind the questions and learning to evaluate the content of the candidate’s answers. The goal is to empower attendees to feel better equipped to ask the hard questions and help determine which partner candidates are strong contenders for their organizations.

Melissa Peters, Owner, MP Legal Search (also NALSC President)

Tedi Mason, Director, Partner Growth, Quarles & Brady LLP

Aglaia Galimanis, Manager, Lawyer Talent Acquisition, Davis Wright Tremaine LLP

Meeting Adjourned at 3:00 pm

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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.

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

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