

TO: NALP Board of Directors and Strategic Planning Advisory
FROM: Laurie Mallach
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RE: Board Report

We are pleased to serve as Co-Chairs of the Chief Special Interest Group for over eighty thought leaders in our field. During the 2019 Annual Conference, we solicited input from our constituents on their strategic goals for the coming year. It was immediately clear that this group wants to participate in life-long learning and that we can support each other in this endeavor.

Our biggest challenge is to make sure programming includes educational opportunities that address the needs of all our members. We have members who are newer to this field, this role, as well seasoned professionals who have held this position for a long time. In order to address the learning needs of all, we have incorporated a variety of learning opportunities throughout the year.

It was especially important for our group to feel that their current role is not the last step on the professional ladder. We have planned a program for the 2020 Annual Conference that will address possible roles going forward. The program is called Functional Chief to Running the Firm: Moving into a COO or Executive Director Role. The session is designed to provide a professional development pathway for law firm heads of human resources who are looking to take their careers beyond human resources, but stay in the legal industry. Frequently, individuals who have chosen the functional path of human resources, are viewed to have reached the pinnacle of their careers, once they achieve a C-Level HR position. However, HR executives need not feel their growth must stop there. In fact, HR executives are in the unique position of needing to understand all facets of an organization in order to provide proper support. So more than someone coming from the functional area of IT or Finance, HR executives appreciate the pulse of an organization, and best positioned to lead it. This session will be led by our colleague Christina Herrmann, Chief Talent Officer with Shipman & Goodman and her co-presenter, Michael DeCosta of Caldwell Partners.

We are in the process of planning our second annual Chief Roundtable in Washington, D.C. with a dinner the evening of October 17, and 5 hours of programming on October 18. Andy Hale, Senior Director of Professional Development and Training has graciously volunteered to host the event. Topics and programs we are planning to include: A debrief on the recruiting season without strict NALP guidelines; Engagement surveys; Innovative Tips for Best Practices; Newer to the Role, navigating relationships with this new responsibility, and more. A large component to the success of this program is building a strong network. There will be ample to time to speak with our peers and share thoughts and ideas.

We have also arranged for quarterly calls that have a main topic and presenter/facilitator. We open the calls for questions on the topic, and other thoughts our members want to pose to the group. On Tuesday, June 18, Carrie Weintraub, Chief Professional Development and Human Resource Officer with Holland & Knight discussed the hot topic of Wellness. She led an engaging and thought provoking call. She highlighted electronic platforms to track wellness, highly regarded industry speakers, ideas to meet the ABA Wellness pledge, and innovative actions on de-stigmatizing mental health challenges.

Additional calls will be held in January and March. Ari Katz, Chief of Lateral Partner Recruitment and Integration at King & Spalding will present and facilitate a call on going beyond the numbers of lateral partner hiring. He will focus on getting the most value out of the Candidate/Firm relationship. Our last topic will be decided during the fall. We are still working with presenters on their schedules. There is one presenter who may not be able to attend the Roundtable in October, and therefore will move her topic to March for our quarterly call.

It is a privilege to work with this group of professionals. It is a team that shares knowledge, experiences, and always hungry to hear new approaches to some of the challenges this industry continues to face. We look forward to reporting back on our additional programs throughout the year.

Laurie Mallach
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