

M E M O R A N D U M

TO: NALP Board of Directors

FROM: Michele Bendekovic
Experienced Professionals Section

DATE: October 18, 2018

RE: Quarterly Update

I. Quarterly Call

Our second section call was held on October 10, 2018. The agenda is below:

Working Group Update
RFP and Bulletin Working Group
EP/NP Working Group
Managing Your Own PD Working Group

Environmental Scanning

II. Working Group Update

RFP/Bulletin Working Group – Joe Christian and Jacki Herzog

The section submitted a total of 19 RFPs for the annual education conference in San Diego. Of those 19, 8 were selected. A list of the program titles and presenters are at the end of this memo.

The section will contribute 4 articles to the Bulletin for this year. A list of articles and authors at also at the end of this memo.

On 10/17/18, the section sponsored a webinar titled *Use of Social Media in Partner Recruiting* and presented by Amy Knapp, Knapp Marketing. Amy spoke about how recruiting lateral partners for law firms can be enhanced through legal marketing and branding. She emphasized that social media is a offers a rich landscape for finding lawyers and for illustrating to prospects the strengths and values of your firm.

Jacki and Joe have done a tremendous job as the co-chairs of this working group and their hard work is much appreciated.

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EP/NP Working Group – Yujin An, Michelle LeBiavant and Marit Slaughter

Yujin is leaving the legal industry to pursue a new career and adventure with a large commercial reinsurance company. We wish Yujin all the best and thank her for her dedication and service to the EP section and to NALP!

Marit Slaughter, Senior Director of Law Firm Recruiting at the University of Virginia School of Law, will join Michelle as co-chair of the EP/NP Working Group. Welcome Marit!

One of the key collaborative efforts with the Newer Professionals Section is the Ask the Experts advice Q&A. The latest question was posted on NALP Connect on 10/11/18 – What advice do you have for newer professionals seeking to bridge the generational gaps in their office, e.g. with law firm partners or law school administrators with whom they work and may encounter at social events? What can we do as professionals to make these similar exchanges easier for the law students/new associates we advise? EP members are encouraged to respond and share their wisdom, experience and advice

The EP/NP working group also sponsored a webinar in September titled *Mastering the Interview*. The webinar was very well received and the timing could not have been more perfect with fall OCI top of mind for many law school and law firm members. The webinar showcased experiences professionals discussing interviews from both the firm and school perspective. Panelists gave tips to help prepare interviewers and students for interviews in the current legal environment, especially in light of the #MeToo movement. Panelists included:

- ❖ Devin Carter – Attorney Recruiting Manager, Baker McKenzie
- ❖ Sheryl Roberts – Recruiting Coordinator, Smith Anderson Blount Dorsett Mitchell & Jernigan
- ❖ Susan Robinson – Associate Dean for Career Services, Stanford Law School
- ❖ Marit Slaughter – Senior Director of Law Firm Recruiting, UVA School of Law
- ❖ Yujin An – Lateral Partner Recruiting Manager, Hogan Lovells
- ❖ Michelle Le Biavant – Senior Legal Recruiting Manager, Perkins Coie

A recording of the webinar can be found in the webinar archives on NALP. You have to log in to access the webinar and the slides. If you have webinar ideas, please contact Michelle and Marit.

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Managing Your Own PD – Lezlie Griffin and Jeanne Picht

Beginning with our next section call, Jeanne and Lezlie will add an educational component to the call. The focus will be on our own professional development. A number of great ideas came from our first section call. Jeanne and Lezlie will work to develop short but relevant programming around design thinking and imposter syndrome to be offered during future section calls. If you have ideas for additional programming, please let Jeanne and Lezlie know. They can work to determine the best format and delivery for programs and collaborate with the other working group co-chairs to see if the topic lends itself to a webinar, Bulletin article or future RFP submission.

Environmental Scanning

We talked about several topics including:

- Well-being
- OCI
- Orientation programming
- E-learning implementation and ROI
- Real-time v. annual feedback

Obviously the well-being topic generated a great discussion. 10/10/18 was designated as Law Student Mental Health Day by the ABA and it was also World Mental Health Day. You cannot go more than a day without reading or hearing about well-being and mental health. Our members on the call described their organizations as being at the beginning phases of implementing programming and initiatives around well-being. Programming is being delivered during orientation and also with stand-alone programs. Firms are utilizing the Lawyer Assistance Programs in their respective bar associations to deliver programming. Getting the word out about resources available to both law students and attorneys is critical. Certification courses for Mental Health First-Aid Responders are being taken by recruiting and PD professionals to provide another avenue for care inside law firms. Erasing the stigma of asking for help will be an obstacle that needs to be overcome.

The EP section is interested in collaborating with other sections or NALP groups on this topic and will look to NALP to help coordinate that effort.

Future Section Meeting Schedule

January 24 – 2:00 p.m. CT – will be rescheduling this one due to the Legal Recruiting Summit

March 14 – 2:00 p.m. CT

If you have any questions or need additional information, please let me know.

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RFPs Accepted for San Diego

1. Bang for Your Bucks: Getting the Most from Your Consultants – Molly Peckman and Jennifer Queen
2. Developing a Staffing Model for a Legal Recruitment Team – Reporting from the 2018 Survey – Jacki Herzog, Laura Dolan and Nicole Oddo Smith
3. Faster, Better, Smarter: Hiring & Training at the Intersection of Law and Technology – LeeAnn Black, Douglas Capozzalo and Bruce Elvin
4. Festivus for the Restivus: OCI Alternatives for the Non-T14 Law School – Jill Backer, Mary Fitzpatrick, Vernadette Horne and Tamara Stephen
5. It’s Been a LONG Time: The Constant Evolution/Reinvention of Your Legal Services Career – Michele Bendekovic, Betsy Key, Melissa Forshey-Schwind and Kia Scipio
6. Life Happens! Personal Changes in Your Professional World – Emily Busse, Sarka Cerna-Fagan, Traci Mundy Jenkins and Kay Nash
7. Promotion Impossible! Finding Career Satisfaction When Promotion Isn’t an Option – Pascale Bishop, Kelly Druten Green, Susan Fine and Cybele Smith
8. Take Control of Your Day: How to Manage Your Time Like a Pro – Fairuz Abdullah and Drew Amoroso

Bulletin Articles

September 2018	Defining the “Experienced Professional” and promoting section membership	Michele Bendekovic
November 2018	Moving away from an alcohol-dominated summer program, other issues with alcoholism/addiction in the legal industry	Laura Dolan
February 2019	Best practices for managing a firm merger	Jacki Herzog and Christine Whitehead
April 2019 25543822.1	Diversifying your OCI program to reflect the employers where your students are being hired	Heather Spielmaker