

# Memorandum

**To:** Jessica Sisco, NALP Board Liaison, Experienced Professionals Section  
**From:** Natalie Quinn & Heather Spielmaker  
**Date:** January 27, 2022  
**Re:** NALP Experienced Professionals Section Third Quarterly Board Report

**Summary**

This quarter we held a section call on January 24. We had approximately 40 participants on the section call. Joining this call was Jordan Roznowski (Fox Rothschild), who reached out to find members willing to meet separately regarding whether firms will use virtual or live orientation methods for attorney orientation as we move on from the pandemic. Several members expressed interest in meeting and they are working to schedule a smaller group meeting in the near future.

*\*\*\* Of particular interest, there was discussion regarding the idea of creating a NALP work group (perhaps in the JD Advisors Section?) for the Recruiting Coordinator/Manager/Directors at law schools. Our member, Liz Granlund (UC Berkeley), felt that this is a unique role in the legal industry, and those professionals tend to have very different issues than counselors or recruiting professionals at firms. Liz has met informally with many of her peers, both regionally and nationally, over the last few years to talk about their specific issues but would like to establish a more formal channel for these members to work together.*

*In that same vein, there was interest in establishing a work group within the Experienced Professionals Section for Team Leader Well-Being. Suggested by Natalie Quinn (Fox Rothschild), the idea was borne in the wake of so many talented people leaving their positions. Managers are struggling to keep things afloat through vacancies and training periods. Many of our members are team leads, and all seemed to understand the value of keeping teams together. This work group could focus on keeping talent through better well-being programs, and also focus on the well-being of team leaders themselves, who often feel the need to sacrifice their own well-being in the interest of keeping staff happy or keeping the train on the tracks. This group could be a collaboration with the Career Services Chiefs and Employer Chiefs work groups. \*\*\**

The leadership of the five EP work groups shared the status of various projects, including some listed below.

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**Work Groups**

- **Annual Education Conference Planning / Bulletin+ Article and Webinar Planning**

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**Vice-chairs: Hedy Aponte (Steptoe & Johnson), Allen Howell (Samford University), and Mary Beth Walsh (Dykema)**

- Discussion this quarter focused on the new book club webinar series, which kicked-off January 14<sup>th</sup>. The series aims to help members stay abreast of popular new books in our industry when they don't have the time to read all the latest titles. Each month an Experienced Professionals member will read a book and then give a 30-minute summary via a lunchtime webinar. January's feature was Neil W. Hamilton's Roadmap: The Law Student's Guide to Meaningful Employment. NALP members from both the employer and school sides seemed excited about this series. Approximately 70 members registered and nearly 50 attended the first installment. Future presenters and books have already been planned based upon feedback received on January 14<sup>th</sup>.

- **Experienced Professionals/Newer Professionals Collaboration**

**Vice-chairs: Lisa Feden (Ballard Spahr) and Elizabeth Granlund (UC Berkeley School of Law)**

- This group has successfully launched a Q&A series with a presentation that attracted over 80 attendees. The next installment is planned for late April and will cover topics related to Insider Perspectives.

- **Knowledge Management**

**Vice-chairs: Susanna Brennen (Miller Canfield) and Christine Whitehead (Goodwin Procter)**

- This quarter, this work group has focused on sharing ideas for how knowledge management will move forward through Jim Leipold's exit, the transition to a new executive director, and beyond.

- **Managing Your Own Professional Development**

**Vice-chairs: Kendra Brodin (Taft), Katie Ball (Ballard Spahr), Amy Mallow (Holland & Knight), and Dorianna Phillips (Lane Powell)**

- NALP's Professional Development for the Professional Development Section, Managing Your Own Professional Development for the Experienced Professionals Section, and Lawyer Career Coaching / Advising Section are co-sponsoring a 3-part webinar series called **Is it worth it?: Investing wisely in yourself and your career**. The series asks how you will spend your energy, time and money in 2022, recognizing that we only have so much capital at our disposal after supporting our families, colleagues and organizations. Each session draws upon the experience and wisdom of fellow NALP colleagues to jump start member research and inspire members with new options. The series shares the lessons of those who came before us and what they learned during their careers, including candid assessments of whether or not they have found their investments to be worthwhile, and, if these were employer sponsored, how they went about positioning 'the ask.' Two of the three installments were launched this quarter. They were well-attended and covered topics including what certifications are worth the investment and an overview of personality assessments. The final presentation will be held on February 15<sup>th</sup> and will address what members can do in their spare time to move their own professional development forward.

- **Member Relations**

**Vice-Chair: Robin Thorner (St. Mary's University School of Law)**

- This group is planning a Valentine's Day brainstorming session which will include breakout sessions divided by employer- and school-side members.