

NALP LAWYER PROFESSIONAL DEVELOPMENT SECTION

Quarterly Report to the Board of Directors
October 15, 2010
Gillian Murray, Bryan Cave LLP, Section Chair

SUMMARY

The second quarter of the 2010-2011 NALP year was a relatively quiet one for our section. Most of the section's activity during this time focused on the survey our Law Firm PD/Law School PD Collaboration Work Group is developing in partnership with the NALP Foundation. The status of this project and others is detailed below.

NALP CONFERENCE PROPOSALS

A total of twelve proposals were submitted for upcoming conferences on our section's behalf: six for the Professional Development Institute and six for NALP's 2011 Annual Conference. For each event, 5 of the 6 proposals were accepted, and they are listed below.

The one proposal for PDI that was declined (*Turning Partners into Powerful Presenters*) will be revised into a "nuts & bolts" article for the NALP Bulletin. Our scheduled publication date is the February 2010 issue, but it may run earlier if space allows.

Professional Development Institute:

- Making Lemonade: Getting Best Results from Videoconference Training and Other Distance Methods (Marsha Redmon)
- Connecting the Strategic Goals of Your Law Firm and Its Clients to Your Professional Development Program (Tammy Patterson, NALP Foundation; Caren Stacy, Lawyer Development Strategies)
- All Roads Lead to Rome: Effective Strategies for Integrating & Building PD Programming Regardless of Where You Start or What You Have (Jeanne Picht, Stites & Harbison)
- Budgeting & Financial Savvy for the PD Professional (Kay Nash, Wiley Rein; J.D. Neary, McGuireWoods; Colleen O'Hara, Arent Fox)
- Strengths-Based Talent Development: Practical & Effective Approaches for Law Firms (Cindy Pladziewicz, Thompson and Knight; Steve Records, Gallup)

NALP Annual Education Conference 2011:

- Bridging the Gap: Cross-Departmental Collaboration for Successful Hiring and Retention (Erin Springer, Alston & Bird; Amy Hancock, Andrews Kurth; Dyana Barninger, Cadwalader) *Co-Sponsor: Recruiting Section*
- Interpreting the Law School Transcript: The Insiders' Guide to Law School Curriculum (Meg Reuter, New York Law School; Bill Henderson, Indiana University Maurer School of Law; Sue Schechter, UC-Berkeley) *Co-Sponsor: Law Student PD Section*

- New Models of Leadership for a Changing Profession (Ida Abbott, Abbott Consulting; Terri Mottershead, DLA Piper)
- Building Bench Strength: Succession Planning Strategies (Sue Manch, Shannon & Manch; Gillian Murray, Bryan Cave)
- Practical and Innovative Assignment Systems: How to Make Your Staffing Function a Critical Professional Development Tool (Dyana Barninger and Doug Ebeling, Cadwalader; Milana Hogan, Sullivan & Cromwell)

SURVEY OF LAW SCHOOL EXPERIENTIAL LEARNING

During the July 2010 NALP board meeting, it was decided that NALP and the NALP Foundation would partner to administer the experiential learning survey arising from our collaborative work group with the Law School Professional Development. Since then, our vice chairs (Meg Reuter/New York Law School and Kris Butler/Holland & Knight) have worked with Tammy Patterson on developing the survey instrument. In turn, Tammy has worked with Judy Collins at NALP to get the survey on-line using NALP's web survey tool, Websurveyor.

The on-line draft of the survey will be sent to a beta group for comments during the week of October 11th. It is anticipated that the final version of the survey will be sent to law firm administrators by the end of October/beginning of November. The survey will then be open for a total of four weeks, to give law firms the maximum time to distribute it to their associates. We expect the full results to be announced in December 2010, possibly through a webinar, with an accompanying written report.

ENVIRONMENTAL SCANNING

There is a greater collaboration in leveraging internal resources — professional development is sharing costs with marketing, IT, etc. to stretch everyone's budget as much as possible.

Although firms are holding the line on costs and expenses, quarterly call participants noted more acceptance of using consultants and/or external providers for professional development than in the past two years. In addition, the trend toward virtual professional development (mainly video-conferencing) is beginning to swing back, with several firms reverting to new associate retreats for their incoming attorneys. Many agreed that practice groups would see increased budgets before professional development does, and are watching to see if practice retreats make a comeback for 2011 (i.e. these conferences are the “canary in the mine” — if they return, it bodes well for the improving health of firm professional development overall).

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In conclusion, the Lawyer Professional Development Section thanks NALP for its ongoing support and expertise, and welcomes any feedback from the Board of Directors.