

# Memorandum

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TO: NALP Board of Directors

FROM: Laura DeRise (Javelin Search) and Emily Reichs (Faegre Drinker)

DATE: March 26, 2026

RE: NALP Lateral Recruiting Interest Group – March 2026

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The NALP Lateral Recruiting Interest Group is newly formed for the 2025-2026 NALP year and is being co-chaired by Laura DeRise (Javelin Search) and Emily Reichs (Faegre Drinker). Charges for the group were to develop resources aimed at lateral associate and partner recruiting, including:

- Programming at the Annual Education Conference
- Bulletin+ articles
- Results of environmental scanning efforts
- Other resources to be made available on NALPconnect and the NALP website.

## **2025–2026 Meetings**

The group convened for its fourth and final quarterly meeting of the 2025-2026 NALP year on March 10, 2026. The session, held via Zoom, focused on the practical aspects of the lateral partner interview process. Agenda topics were drawn from the interest group survey circulated at the start of the NALP year, ensuring alignment with members' priorities.

The meeting followed a peer-driven roundtable format, encouraging open discussion and the sharing of best practices. Key topics included:

- 1) Preparation: Setting the Process Up for Success
  - a) The group examined the optimal structure for the interview process and whether firms offer interview coaching or guidance to partners conducting interviews.
  - b) Strategies to avoid repetitive or unproductive interviews were discussed, with an emphasis on presenting a consistent narrative about the opportunity.
- 2) Selecting Interviewers
  - a) Practices varied among firms: while some allow any interested partner to participate in interviews, most firms develop tailored, personalized interview schedules.
- 3) Involving Business Professionals

- a) Many recruiters advocated for the inclusion of business development professionals, ideally early in the process.
  - b) These professionals can focus discussions with candidates on how the firm will support their business growth – a priority for top lateral candidates.
- 4) Communicating the Firm's Platform & Strategy
- a) Members highlighted the importance of a defined interview process, enabling clear communication to candidates about the steps involved and the expected number of meetings.
  - b) To avoid overwhelming candidates, the group agreed on limiting the number of interviews when possible, despite interest from many partners to participate.
  - c) Informal meetings and lunches were recommended as effective ways to help candidates feel comfortable and engaged.
- 5) Timing for Requesting the LPQ
- a) The group engaged in a robust discussion about when to request the LPQ.
  - b) There was broad support for segmenting the LPQ and collecting information in stages throughout the interview process.

The meeting fostered meaningful dialogue and exchange of practical strategies, furthering the group's understanding of effective lateral partner recruiting.

**Year-End Wrap Up:**

This marks the completion of the inaugural year of the Lateral Recruiting Interest Group, which combined last year's partner recruiting and associate recruiting work groups. Membership has grown steadily, reaching 144 members by year's end. We (Laura DeRise and Emily Reichs) will continue as co-chairs for the 2026-2027 NALP year.

Looking ahead, the Lateral Recruiting Interest Group will meet at the AEC in Hollywood, FL on Wednesday, April 15 at 11:45 a.m.