

Memorandum

TO: NALP Board of Directors

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

DATE: October 14, 2025

RE: NALP Lateral Recruiting Interest Group – Q2 Board Report

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 are 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.

We conducted a survey in July that asked members to prioritize topics of interest for the year, as well as help us to understand who our members are and what they do in their current roles (associate recruiting, partner recruiting, professional development, D&I, etc.). The survey had 65 respondents who indicated the following:

- More respondents are focused on lateral associate hiring than lateral partner hiring, however there is a healthy mix of both.
- A high number of respondents continue to have responsibilities in other talent verticals with the highest responses being summer program/entry-level recruiting, onboarding, and integration.
- There is broad interest in a wide range of topics for discussion in the interest group. The top 5 responses were: 1. Increasing direct sourcing impactfully, 2. AI in recruiting, 3. Framing your lateral search narrative to capture candidate and consultant attention, 4. Lateral integration, and 5. LPQ Analysis and Lateral Associate Assessments (tied).

We will use this list to develop the topics we focus on for group meetings/discussions throughout the year. The survey results were also helpful to the Lateral Recruiting Summit Planning Committee, and many have been incorporated into the agenda for the January conference.

2025 – 2026 Meetings

The group's second meeting will be held on November 5th via Zoom, and we will be discussing AI in Recruiting. We are working collaboratively with the AI Taskforce, who will have a member join us in leading the discussion. We continue to advise group members to join the new Lateral Recruiting Interest Group community on NALPconnect so they will receive notifications about future meetings and initiatives (membership in the group has grown from 52 members at the time of our last board report to 107 members currently). Our remaining meetings for the rest of the year are: November 5, January 28 and March 10, all at 1:00 p.m. ET.

