

MEMORANDUM

To: Shannon Burke, Board Liaison

Cc: Fred Thrasher, Deputy Director

From: Pascale Bishop and Tyler Szymczak, Co-Chairs, Lawyer On-Boarding & Integration Section

Date: October 16, 2025

Re: Second Quarter Board Report, NALP Lawyer On-Boarding & Integration Section

Leadership

In addition to our roles as co-chairs, we are pleased to announce the following members have volunteered for Vice Chair positions:

- o Vice Chair for Wellbeing – Andrea Korphage (NEW)
- o Vice Chair for DEI – Meghan Pier (Continuing)
- o Vice Chair for Articles, Webinars and RFPs – Susanna Brennan (Continuing)
- o Vice Chair for Resources – Kaitlyn Connolly (NEW)

Group Engagement

We are pleased to share that our section has grown to 146 members. Since our last board report, we have held one meeting, described below.

August 19, 2025 Section Meeting

We heard updates from some of our vice chairs and solicited interest in continuing in the roles/ adding new vice chair roles, such as Vice Chair for Resources. We then had a lengthy discussion on the following topics:

- **Hiring Trends in Q3 & Q4:** Members reported varied hiring patterns. Some saw more hires than usual late in the year, while others hit planned hiring targets by July.
- **Partner Hiring Focus:** Emphasis is on hiring partners rather than associates, driven by firm growth plans, increasing PPP, or opportunistic hiring due to higher rates at other firms.
- **Integration Strategies:**
 - Spontaneous interaction opportunities (e.g., happy hours, drop-in coffee/office hours) help newly hired partners meet more attorneys.
 - Partner Retreats with dedicated programming for laterals foster cross-collaboration.
 - Monthly programs to introduce new hires, share substantive firm updates, and encourage conversation among laterals.
- **Programming Responsibility:** Professional Development (PD) teams typically handle programs and training for newly promoted partners, while Recruiting is more involved with lateral integration.
- **Coaching Support:** Internal coaching can support partners, relieving some burdens from PD and Recruiting teams. Coaches are there to guide, not necessarily to provide solutions.
- **Meeting Fatigue:** A common challenge, but ongoing communication with other departments about integration hurdles remains crucial.

Future Meetings

We have two virtual meetings scheduled for the remainder of 2025: October 21, and December 16, and one more virtual meeting planned for February 17, 2026. All meetings will take place at 11am Central/ 12 pm Eastern via NALP's Zoom account. Additionally, we are planning an in-person meeting during the 2026 AEC in Hollywood, FL, scheduled for April 14-17 (specific date TBD).

Presentations and Articles

2026 AEC RFPs

We submitted 6 RFPs for consideration and are pleased to announce that the following programs were selected to be part of the Annual Education Conference in April 2026:

- “Copying is a Compliment: Borrowing the Best Integration Ideas from Other Industries,” Pascale Bishop, Jill Caughie, Melissa Berry, Kaushi Muthukuda
- “Raising the Bar: Group Coaching Law Students & 1st Year Attorneys to Success,” Laura Yerhot, Elizabeth Peck, Tiffany Jordan, Jennifer Jana
- “The More the Merrier: Integrating Groups or New Offices,” Kelly Ryan, Shannon DeGennaro, Kaitlyn Connolly

We are still waiting to hear about two of the submissions:

- “Rethinking Lateral Partner Integration,” Tyler Szymczak, Gary McGinnis
- “Integration 2.0: Elevating Your Reporting to Drive Results,” Melissa Berry, Dorianna Phillips, Jordan Roznowski, Kaushi Muthukuda

Bulletin Articles/Webinars

We have some great ideas for future webinars and articles and will be actively soliciting authors and presenters during our October 21 meeting. Topics include:

Topic	Delivery	Co-Sponsor	Description
Onboarding and integration on a budget	Webinar?		Not all employers have the same budget to engage in things like retreats, gifting swag, setting up interoffice travel, etc. How can they best integrate their new hires?
Cultural CPR: How do you retain attorneys after mass attrition	Article		Morale can fall when a large group of attorneys leaves the same office or PG all at once. How do you keep the rest of the attorneys in that PG or office from following suit?
Top 10 Mistakes During Onboarding	Article	N/A	What are the most common ways that a lateral onboarding can go awry, and how can you avoid them? E.g, miscommunications around pay, taxes, credits, BD budgets, etc.
How to scale onboarding and integration for public sector employers	Webinar	Public Interest Section	Public sector employers often don't have the same resources or staffing as a Big Law firm - how can they adapt Big Law best practices around onboarding and integration for their lateral hires?
Joint LPD/LOIS webinar	Webinar	Lawyer PD	TBD

Topic	Delivery	Co-Sponsor	Description
Two Part Series: Making the Big Ask	Webinar or Article		Sometimes we as business professionals don't have the clout to have a big conversation - for example, when a rainmaker keeps driving away new hires with their bad attitude and unreasonable demands; when is it time to ask someone in a leadership role/ equity partner to intervene? And how did you build that relationship with the intervenor in the first place? The first part will address finding your allies in the firm and cementing those relationships; the second part will be about when you should make the ask and how.
Lead, or Get out of the Way	Webinar or Article		How do you navigate a situation when the biggest obstacle to your goals and plans is the firm's leader(s)? What approaches have been successful?
Square Peg, Round Hole	Webinar? Article?		How do you integrate someone who doesn't quite fit into a particular practice area? Or perhaps they are formally put into a practice area where the Leader doesn't know what to do to assist in their success?
I'm Awesome, But Also Humble	Webinar? Article?		When you are new to a firm's culture it can be hard to navigate how much you should engage in self-promotion. Is it the norm to tell everyone about the pitches you are making? Only your PG peers? Is it via a meeting announcement or an email? How do you seem nice enough to make friends and get offers of shared credit, while also not downplaying your abilities and successes?

Please let us know if any of the topics listed above are high priorities for the board.

LOIS in 2025-26

As noted, our section is growing with 124 members, and we continue to see strong attendance at our bimonthly meetings. We anticipate continued growth and engagement in the next NALP year, particularly as onboarding and integration remain key focus areas for firms, coaches, and lawyers.

We would appreciate the Board's thoughts on ways to increase collaboration across NALP sections and interest groups to further strengthen our programming and outreach efforts.