

MEMORANDUM

To: Shannon Burke, Board Liaison

Cc: Fred Thrasher, Deputy Director

From: Pascale Bishop and Tedi Mason, Co-Chairs, Lawyer On-Boarding & Integration Interest Group

Date: June 14, 2024

Re: First Quarter Board Report, NALP Lawyer On-Boarding & Integration Interest Group

Interest Group Engagement

The Lawyer On-Boarding & Integration Interest Group (LOIIG) had its first meeting at the April Annual Education Conference in Boston. Despite a 7:30am start time, 37 NALP members attended the meeting and we had robust small group discussion around partner and associates on-boarding, lateral client intake, mentor programs and training programs.

After the April meeting, Pascale initially created a listserv to communicate with interested members about upcoming meetings. By late May, NALP had created a NALP Connect Community for LOIIG and it now has 57 members after only a month of existing!

May 21, 2024 Interest Group Meeting

At the May LOIIG meeting, we presented an overview of the group and its goals. We then discussed what Vice Chair roles we thought the group needed initially, and the following people volunteered for leadership roles:

- Tedi Mason - Co-Chair
- Susanna Brennan - Vice Chair for Articles & Webinars
- Melissa Robles - Well-Being Section liaison
- Meghan Pier – DEIA Steering Committee liaison

We discussed creating a resource bank. Question for NALP leadership – how do we do that? This would include things like mentoring and lateral attorney check in prompts, 30-60-90 plans, entry interviews, surveys, on-boarding checklists, etc.

The LOIIG then talked about articles and webinars. Topics that would be good for webinars included how do we do a hybrid on-boarding (and what does "hybrid" mean); and how do we get leadership approval for a standard on-boarding timeline. Our article ideas and conference RFPs are listed below.

We then talked about our “Hot Topic” of pre-boarding. Members talked about holding group calls, sending materials in advance of start, trying to get people on the right listservs, and alerting pending partners to upcoming retreats and meetings, so they can save the date.

We had 43 members attend the meeting!

RFPs and Articles

LOIIG submitted 3 RFPs in May, 2 for AEC 2025 and 1 for PDI. They were:

AEC

Holistic On-Boarding: Adding Balance, Authenticity, and Financial Wellness to Your Entry Level Programs

Want to create an innovative on-boarding experience that prepares your newest lawyers for more than just the technical skills of legal practice? Retention begins with recruiting, hiring and on-boarding. Our expert panel will guide you through the integration of essential skills that address the daily challenges of the legal profession. Learn how to equip your entry-level lawyers with the tools to manage stress effectively, cultivate a culture of authenticity, and establish a foundation for financial freedom. Whether you're looking to enhance your current program or introduce standalone elements, this session will provide practical insights into creating an on-boarding process that fosters well-rounded, thriving legal professionals.

The Evolving Lawyer: Integration by Level

Rethink lawyer integration! This panel explores why a one-size-fits-all approach to integrating associates and partners isn't optimal. Join us as we discuss the benefits of integrating lawyers based on experience level. Discover how this fosters engagement, optimizes skill development, and maximizes firm efficiency. Leave with practical strategies to implement a multi-tiered integration model in your firm!

PDI

The New Partner Playbook: Strategies for Success in Leadership, Business, and Beyond

New partners hold the keys to a law firm's future success – yet many firms are yet to provide the targeted development these rising leaders need. This interactive panel discussion delves into the essential components of impactful new partner development programs, offering a holistic view that incorporates the vital perspectives of talent development, business development/marketing, and successful lateral integration. Discover how to design engaging learning experiences, establish meaningful success metrics, build up significant internal and external relationships, and create a development pathway that propels new partners into positions of lasting impact.

We also submitted three Bulletin article ideas for the 2024-25 cycle. They were on Lateral Partner Pre-Boarding, Wellness Conversations with New Associates, and Building an Internal On-Boarding Team.

Future Meetings

LOIIG will meet on July 16, 2024 and Sept. 17, 2024, both at 11 am Central/ 12 pm Eastern via NALP's Zoom account. Our next topic will be Entry Level On-Boarding, in time for the influx of new associates in September and October!