

MEMORANDUM

To: Shannon Burke, Board Liaison

Cc: Fred Thrasher, Deputy Director

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

Date: January 29, 2025

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

Change in Leadership

As Tedi Mason changed roles in the early fall, and no longer has integration or onboarding responsibilities in her new role, Tyler Szymczak stepped up to co-chair the Lawyer On-Boarding & Integration Interest Group (LOIIG). Tyler jumped in quickly helping to lead the November meeting and leading the January meeting.

Group Engagement

LOIIG has had two meetings since our last Board report, in November 2024 and January 2025. Our next meeting will be on March 18, 2025, to be followed by an in-person meeting at the AEC in Cleveland! We are averaging 35-40 attendees at our meetings.

We are also excited to report that the NALP Connect Community for LOIIG now has 103 members. We keep growing!

November 2024 Interest Group Meeting

We had a Board report from Shannon Burke, and reports from our DEIA and Wellbeing liaisons. We put out a call for Integration-focused job postings. Our Hot Topics discussion was on client integration for lateral partners.

January 2025 Interest Group Meeting

We had an update from our Vice Chair for Articles and RFPs. We continued our call for job postings. Our Hot Topics discussion was on encouraging cross collaboration for new attorneys.

Presentations and Articles

PDI

LOIIG sponsored a panel at December's PDI conference, made up of Yuliya LaRoe, Kate deLima, Andy Hales and Pascale Bishop. The program was focused on designing new partner trainings. The program was well-attended and generated a lot of positive feedback. One member said it was in her top 5 NALP programs of a 2-decade career!

AEC

LOIIG is sponsoring two programs at the Annual Education Conference in Cleveland.

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!

Bulletin

We also had two Bulletin articles published this quarter. They were on Lateral Partner Pre-Boarding by Deverie Hart and Kat Davis (published in January 2025 Bulletin) and Wellness Conversations with New Associates by Rob De Toni (published in December 2024 Bulletin).

Webinar

LOIGG is sponsoring a webinar on February 19:

Building Better Beginnings: Lessons from an Onboarding Partnership

Revolutionize how you onboard new attorneys with an innovative, asynchronous approach that leverages the power of online learning, adult learning principles, and collaboration. This webinar will explore how a thoughtfully designed onboarding program can seamlessly integrate new hires into your firm, foster engagement, and drive long-term success.

Attendees will gain practical insights and best practices to transform their own processes. They will draw inspiration from the successful partnership between Crowell & Moring and Fringe PD, highlighting their collaborative efforts and the impact of their cutting-edge strategies.

Future Meetings

LOIIG will meet on March 18, at 11am Central/ 12 pm Eastern via NALP's Zoom account. We also look forward to an in-person meeting, date TBD, at the AEC in Cleveland

LOIIG in 2025-26

LOIIG has had a great attendance at our bimonthly meetings and has done a wonderful job jumping in with conference presentations, webinars, and articles. I anticipate that the next NALP year will see continued growth and engagement. We would like the Board's consideration to convert the group from an Interest Group to a Section, if the Board thinks we have demonstrated the appropriate levels of interest and engagement.