

## MEMORANDUM

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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: October 10, 2024

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

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### **Interest Group Engagement**

The Lawyer On-Boarding & Integration Interest Group (LOIIG) has had 2 meetings since our last Board report – one in July and one in September.

We are also excited to report that the NALP Connect Community for LOIIG now has 79 members.

### **July & September 2024 Interest Group Meeting**

At each of the meetings, Alison Plavin led the group in a wellness activity. We then had Board reports from Shannon Burke, and in September we had a report from Meghan Pier on the DEI Steering Committee. For the July meeting the Hot Topic was onboarding the entry level class and for September we talked about mentoring programs. Both meetings had great attendance!

### **RFPs and Articles**

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

#### **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 by Deverie Hart and Kat Davis (to be published in January 2025 Bulletin), Wellness Conversations with New Associates by Rob De Toni (to be published in December 2024 Bulletin), and Building an Internal On-Boarding Team (authors TBD).

**Future Meetings**

LOIIG will meet on November 19 and January 21, both at 11am Central/ 12 pm Eastern via NALP's Zoom account. Our Hot Topics will be client integration for lateral partners in November and encouraging cross-collaboration in January.