

## MEMORANDUM

TO: Fred Thrasher, NALP Deputy Director  
Kisha Nunez, NALP Board Liaison

FROM: Maria J. Minor

DATE: June 17, 2014

RE: NALP Lawyer PD Section First Quarter Report

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I am pleased to deliver the first report on the Lawyer PD Section's activities as we kicked off the 2014-2015 NALP Year.

**Summary:** The Lawyer PD Section is getting moving for the year. With a change in leadership, we are trying to continue the positive developments and strong relationships within the group fostered by Molly Peckman, while re-energizing our focus. It is important that we recognize that we are a service to not only the members of our Section, but also to the rest of the NALP Community seeking information and guidance about developments, trends, and even very basic information about the world of attorney learning, development and career management.

### **Vice Chairs:**

Education Workgroup: Julia Borginis and Kara Dodson

Lawyer/Law Student Professional Development Collaboration: Gary Slater

Best Practices in Lawyer PD/PD For the PD Professional: Andy Hales

Membership/Development: Amanda Rope

### **Work Group Updates:**

Education workgroup: 8 proposals for the Annual Education Conference were submitted on behalf of the workgroup.

Building Resilience and Optimism in a Law Firm, Kate Kerr, Monica Phillips

Don't Let the Door Hit Them on the Way Out and Keep it Ajar for Better Alumni Relations, Molly Peckman, Cynthia Jordan, Carrie Marker

Driving Individual Success by Analyzing Informal Internal Firm Connections: Social Network Analysis, Jeanne Picht, Evan Parker-Stephen

Engagement Across Your Firm: How to Assess & What to Do with the Information, Jeanne Picht, Evan Parker-Stephen

Innovating Through Data: Linking Competency Development to Organizational Success,  
Jeanne Picht, Evan Parker-Stephen

Leading Lawyers: Paths to Developing Leaders in Law Firms,  
Juliet Aiken, Heather Bock, Lori Berman

Train the Trainers? How About Parlay Your Partners!, Molly Peckman, Michele  
Bendekovic

What's the Latest in Lawyer Learning?, Molly Peckman, Michele Bendekovic, Kaitlin  
Sullivan, Andrew Notaro

Bulletin Articles: Morgan Smith submitted a Bulletin Article for August reporting on her attendance at the National Legal Mentoring Conference, focusing on the highlights of the conference and what NALP members who attended took away from the conference.

Maria Minor and Kate Kerr submitted an Article Proposal on the concept of Feed Forward, a development tool shared by Werten Bellamy and Michelle Wimes at the NALP Diversity & Inclusion Summit. Feed Forward can be deployed by law students and lawyers alike to accelerate their career development and enlist a team of advisors throughout their careers. As an added bonus, this tool can be used by anyone seeking to reach their career goals.

Lawyer/Law Student Professional Development Collaboration: Gary Slater of Suffolk Law School is an enthusiastic liaison with a vision. As Project Management provided a bridge between the groups last year, Gary is focusing on technology and the law as the bridge this year. Gary is currently working on materials to make available through our section page on Tech Competencies for Lawyers and putting together a webinar on Technology Competency testing.

PD for the PD Professional: Andy Hales has a full slate planned for the coming year. On June 24, 2014, NALP is hosting a Webinar, "Seven Days of Twitter." This fast-paced and entertaining webinar will demystify how to use Twitter for business using numerous examples of lawyers and law firm professionals. Additional programs in the planning stages include a July program by Ben Opirari on exercise and wellness, and another program on utilizing social media. Second City recently approached the section on presenting a webinar on using humor to improve learning and attention.

**Updates on Long Range Strategic Planning:** In its most recent Section Call, the group decided to begin gathering input for the strategic planning process by creating a googledoc open to section members to gather attributed and anonymous feedback. The document will be open for 30 days. Thereafter a subgroup will come together to discuss the feedback and begin work on our section report.

**Opportunities for Collaboration:** Second City Communications, Inc., the corporate training arm of the improv comedy troupe, is beginning to extend their marketing to legal services. I have had initial discussions with them about how they could contribute to NALP, including a webinar on using comedy as a teaching tool or “Yes, And” thinking. I also referred them to NALP staff to discuss sponsorship, demonstration and/or hosting opportunities for PDI and/or the Annual Education Conference.

**Scheduled Section Calls:** We held our first section call on June 10. Additional Calls will be held on:

October 9, November 6, January 15, March 26

**Environmental Scanning:**

The PDC will host their annual summer conference in Montreal, July 10-12, 2014.

Articles:

How One Law Firm Maintains Gender Balance

<http://blogs.hbr.org/2014/05/how-one-law-firm-maintains-gender-balance/>

Profiles a very involved leader of the French law firm, TAJ, and how his personal commitment to gender parity at both the micro and macro level had an impact.

5 Ways Computers Are Revolutionizing the Legal Profession

<http://blogs.wsj.com/law/2014/06/02/5-ways-computers-are-revolutionizing-the-legal-profession/>

Nextions Yellow Paper: Exploring Confirmation Bias in Racialized Perceptions of Writing Skills

[http://www.nextions.com/wp-content/files\\_mf/13972237592014040114WritteninBlackandWhiteYPS.pdf](http://www.nextions.com/wp-content/files_mf/13972237592014040114WritteninBlackandWhiteYPS.pdf)

This paper describes a study which demonstrated confirmation bias in review of associate’s written work and makes suggestions how to begin to overcome the impact of these biases.