

## MEMORANDUM

**DATE** June 20, 2013

**TO** Fred Thrasher, Deputy Director  
Kay Nash, Board Liaison

**FROM** Molly Peckman

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It is my privilege on behalf of the Lawyer Professional Development Section to submit our first Board report of the year.

### I. Our Section's leaders are:

Chair	Molly Peckman - molly.peckman@dechert.com
NALP Board Liaison	Kay Nash - knash@wileyrein.com
NALP Law School PD Section Liaison	Maria Minor – mminor@ngelaw.com Susan Fine – sfine@law.gwu.edu
NALP Experienced Professional Section Liaison	Jessica Buchsbaum – jbuchsbaum@bilzin.com
Education Working Group Vice Chairs	Kara P. Dodson - kdodson@ycst.com Julia Borginis - jborginis@foxrothschild.com
PD for the PD Professionals Vice Chairs Webinar series	Andrew B. Hales - abhales@venable.com Susan Manch - susan.manch@bingham.com
Peer Mentoring Program Vice Chairs	Paul Giangola - PGiangola@chadbourne.com Richild Stewart - rstewart@cgsh.com
PD Course for Mid-Career Professionals Vice Chair	Michele Bendekovic – michele.bendekovic@steptoe-johnson.com
Membership/Development Vice Chair	Amanda Rope – amanda.rope@dechert.com
Articles Coordinator	Sheri Zachary – szachary@saul.com

### II. Working Group Reports:

#### A. PD for the PD Professionals – Sue Manch and Andy Hales

This is a continuation of the successful webinar series we launched last year and Sue and Andy have agreed to continue as co chairs. Their focus is to provide programming for our members' professional development and the past programs were very well attended and received.

- The next webinar is on July 10, 2013 and the topic is "How to Coach and Train Reluctant Lawyers" with David Ackert of the Ackert Advisory Group.
- On our recent Section call, Sue and Andy requested topics of interest to our members to continue preparing quality programming for our section.

**B. Peer Mentoring –Paul Giangola and Richild Steward**

- This is a new work group created to determine if our Section members want to participate in peer mentoring and, if so, to design and implement an effective program.
- Paul and Richild have designed a survey to be sent to the section members.
- Richild and Paul encouraged members on the recent section call to be detailed in their narrative responses and creative in thinking about peer mentoring.

**C. Law School PD Section – Maria Minor liaison with Susan Fine from Law School PD Section**

- Maria and Susan are collaborating on programming, webinars and Bulletin articles.
- On our recent call, Maria requested topics and those suggested included:
  - project management – training law schools on what firms are doing in LPM and collaborating on an LPM curriculum in law schools
  - cultivating leaders
  - law firm expectations for practice readiness (possible panel discussion)

**D. Experienced Professionals Section – Jessica Buchsbaum liaison**

- Jessica has agreed to serve as our liaison with the Experienced Professional Section this year.

**E. PD Course for Mid-Career Professionals – Michele Bendekovic**

- Michele submitted a comprehensive RFP for the 2014 NALP Annual for a foundations course for PD professionals with four to six years of experience.

**F. Education Working Group – Julia Borginis and Kara Dodson**

- In addition to Julia and Kara, Michele and Kay were instrumental in helping obtain a record number of submissions on behalf of our section for the 2014 NALP Annual Conference.
- Over 30 RFPs were tracked through the Lawyer PD Section for the 2014 NALP Annual Conference and below is our full chart of the proposals we worked on:

<b>2014 NALP Annual Education Conference - Lawyer PD Section RFP List</b>			
<i>Category 1= Lawyer PD Section Planned and Box Checked</i>			
<i>Category 2 = Box Checked for Lawyer PD Section</i>			
<i>Category 3 = Lawyer PD Section Expected Submission; Unknown Final Status</i>			
Category	Program Title	Course Planner	Speakers Confirmed
1	On Your Mark: Helping New Lawyers Hit the Ground Running	Grover Cleveland	Grover Cleveland; Gillian Murray; Breanna Fameli

Category	Program Title	Course Planner	Speakers Confirmed
1	Upward Reviews: Maximizing Their Power as a Development Tool	Larry Richard; Molly Peckman	Larry Richard; Molly Peckman
1	A Dose of Reality and a Prescription for Success: Tools for Managing Expectations and Motivating Positive Action	Kristen Hulse from Berkeley	Kristen Hulse (Berkeley), Emmy Berning (Georgetown), Gretchen Hug (MoFo)
1	Carrot Soup: Awards, Recognition and Associate Engagement	Andy Hales	Andy Hales (Venable); Katharine Suettinger (Deloitte)
1	Changing Lanes: Working at the Intersection of Law Firm Diversity, PD, and Recruiting	Valerie Jackson (K&L Gates)	Valerie Jackson (K&L Gates) (Moderator), Justine Maury (Dykema Gossett), Kisha Nunez (Wachtell), Sheri Zachary (Saul Ewing)
1	Putting on Your Human Resource Hat	Kay Nash	Maggie Suender (Pepper); Colleen O'Hara (Arent Fox)
1	Remember to Secure Your Own Oxygen Mask First: PD for Professional Developers - Round Two	Molly Peckman	Michele Bendkovic; Molly Peckman; Jeanne Picht; Gillian Murray
1	Considering Consulting	Diane Costigan	Diane Costigan; Jeanne Picht; Tracy LaLonde; Ross Guberman
1	Management Foundations for PD Professionals 201	PD 201 Work Group/Michele Bendkovic	Michele Bendkovic; Kay Nash; Molly Peckman
1	Pathways to Success for Alternative Trackers	Maria Minor	Maria Minor; Marcia Levy
1	Becoming a Social Media Butterfly: How to Add Value with Social Media	Kaitlin Sullivan	Kaitlin Sullivan (Dechert); Peggy Heffner

Category	Program Title	Course Planner	Speakers Confirmed
1	What Makes Lawyers Tick? Understanding the Lawyer Personality	Larry Richard; Molly Peckman	Larry Richard
1	The Coach Approach to Addressing and Advancing the Myriad Developmental Needs of Your Workforce	Donna Branca	Donna Branca; Werten Bellamy; Lane Vanderslice; Sheri Zachary
1	Personal Power – Learn How to Communicate with Body Language	Michele Bendekovic	Bill Acheson
1	Hard Lessons on Soft Skills: Aligning Firm and School Professionalism Training for the Millennial Generation	Christopher Teague (Boston College)	Kevin Donovan, Vivian Wexler, Christopher Teague; Nancy Merriman
1	Unleashing the Power of Emotional Intelligence: Cultivate Diversity, Create Mindful Students, and Recruit Lawyers with the It Factors	Mark Goldfarb (Cardozo)	Mark Goldfarb; Arthur Fama; Chia Kang; Niki Kopsidas
1	Project Management for Under \$500	Andy Hales	Andy Hales
1	Making It Real: Developing and Implementing Successful PD Programs at Law Schools		Grover Cleveland; Larry Cunningham; Elaine Ventola; Santee Magliozzi
1	Research Update - The Rainmaking X Factor		Jeanne Picht; Caren Ulrich Stacy
1	Turning Scraps Into Gold: Taking Charge of Your Own Professional Development		Angelique Magliulo-Hager; Molly Peckman
2	Becoming a Trusted Advisor: A Case Study		Carolyn Bortner; April Gallagher; Matt Rubins
2	Spheres of Influence 101: Comprehensive Networking, Personal Branding and Professionalism Toolkit		Morgan Dain; Skip Horne; Angelique Magliulo-Hager; Christina Johnson
3	BD and PD: How to Collaborate with the Marketing Department	Rebecca Saunders (Sherman and Sterling)	Rebecca Saunders; Julia Borginis; Fox CMO.

Category	Program Title	Course Planner	Speakers Confirmed
3	Associate Performance Reviews: Creating Meaning and Impact in a Professional Development Context	Doug Ebeling	Milana Hogan (S&C), Aisha Greene (CWT), and Doug Ebeling (leaving Cadwalader for Shulte)
3	E-Learning / LMS Integration	Heather Bock	Heather Bock
3	Mentoring	Don Smith	Don Smith; Diversity professional from his firm; Maybe Ida Abbott.
3	Proposal Writing/Writing for Firm Leadership	Ross Guberman	Ross Guberman
3	Attorney Morale	Kara Dodson	Unknown
3	Self-Assessments: Tools and Tips for Using Them	Susan Fine	Susan Fine
3	Conveying Your Best Message	Paul Giangola	Nicole Wells
3	Collaboration/Partnering with Consultants (Getting the most for your money)	Karen Kahn	Unknown
3	Where Do We Go From Here? Aspiring to the C-Level	Collaboration with Experienced Professionals Section	TBD
3	Stereotype Threat as a Barrier to Retention and Inclusion	Cynthia Henry Duval (NOVA Southeastern Univ.)	Unknown
3	Mind the Gap – How Can We Fix the Biggest Unaddressed PD Topics for Graduating Law Students?	Kristine D. Bridges (Univ. of Tulsa College of Law)	Unknown
3	Networking	Kristine D. Bridges (Univ. of Tulsa College of Law)	Unknown
3	Using Hogan Assessment Tools to Improve Professional Development Efforts	Gianna M. Karapelou, CoralBridge Partners, LLC	Gianna M. Karapelou (Coral Bridge Partners)

#### G. Bulletin Articles – Sheri Zachary

Sheri volunteered to head up the section's efforts on submitting topics for articles.

- Our topics include:
  1. Series on business development
  2. Article on legal project management
  3. Article on (personal) PD for the PD professional
  4. Report on the Annual Professional Development Consortium Conference

**H. Membership – Amanda Rope**

Amanda has agreed to help with communications to our 236 members as well as help us increase membership and participation with outreach to firms and individuals.

**III. Goals for the year:**

In addition to continuing my goal from last year of providing professional development opportunities to our members and reminding them to develop themselves, my other primary goals this year are getting more members to join the section, to be more active in the section and to lead the section. I also hope to collaborate more with other sections, especially our new liaison to the Experienced Professionals.

We have a great core group of members, including our incredible board liaison Kay Nash and former chair Michele Bendekovic and I am grateful for their continued support and leadership as well as the constant support from NALP staff, particularly Mary Beal.

Please let me know if you have any questions and thank you again for this opportunity.

Molly Peckman