

MEMORANDUM

To: Lynne Traverse
Board Liaison, Lawyer Professional Development Section

From: Michele Bendekovic
Lawyer Professional Development Chair

Date: October 21, 2009

Re: Lawyer Professional Development Section Board Report

This memo summarizes the activities of the Lawyer Professional Development Section for the period July – October 21, 2009.

RFP Submissions for the 2010 Annual Education Conference

The Section put forth 12 RFP's for consideration by the Annual Conference Planning Committee. Of those 12 RFP's, 5 were selected for the 2010 annual conference. They are:

Accepted RFPs	Speaker(s)
Competency-Based Compensation - Moving Away From Lockstep	Sue Manch, Eileen Billinson, Terri Mottershead, Laura Saklad
How to Reinvigorate Your Core Training for Associates	Elizabeth Tingey, Jennifer Cook Johnson
Knowledge is Power: Using Recruiting and Professional Development Data to Raise Your Profile at the Firm	Jennifer Queen, Irena McGrath, Mary Beal, Kay Nash
Lessons Learned from the Economic Downturn	Diane Costigan, Marcia Shannon
Partnering Together to Make a Successful Lawyer	Michele Bendekovic, Sandee Magliozzi, Gwen Tolbert

Bulletin Articles

The Section has submitted 4 articles for the *Bulletin*. All four submissions have been approved by Janet Smith and are outlined below.

- Jeanne Picht – *Developing Superior Law Firm Leaders: A Look Back at LDI* – September 2009 issue
- David Diamond – *Lessons from a Survey on Law Firm and Law School Views on PD: Some Common Threads and Disconnects* – September 2009 issue
- Meg Reuter – *Educating Lawyers: The Carnegie Report, The Critique, The Law Schools' Response, and Suggestions for Employers* – October 2009 issue
- Sandee Magliozzi and Michele Bendekovic – *Leadership Skills Development is Lawyer Skills Development* – November 2009 issue
- At our recent Section call, Paula Nailon volunteered to author an article on the Critical Issues Summit that was held October 15 – 17, 2009. The Section plans to submit a proposal to Janet Smith for an upcoming *Bulletin* issue.

Work Groups

The Section currently has 5 works groups and a summary for each group is provided below.

Lawyer Professional Development Best Practices Work Group

Chair – Jeanne Picht

Summary of activities: This work group has accomplished its directive. Jeanne's article appeared in the September issue of the *Bulletin*. Jeanne also delivered a report to the Section during its most recent call regarding the highlights of this year's LDI.

Webinar Work Group

Chair – Kay Nash

Work Group Members – Kelly Mixon, Lianne Caster, Suzanne Patrick and Liz Tingey

Summary of activities: The work group is developing ideas for future webinars that would be of interest to NALP's membership. It is the goal of this work group to produce a list of webinar topics and potential speakers and to work with the NALP office (specifically Claudia Rizzo) to possibly have the webinar ideas included in the 2010 NALP budget. Claudia has asked this group to specifically think about topics for the March 2010 NALP/ALI-ABA webinar series.

Scheduled completion: On Track

Lawyer/Law Student Professional Development Collaboration Work Group

Chair – David Diamond

Co-Chair – Sandee Magliozzi

Work Group Members – Jessica Pfeiffer, Meg Reuter and Gillian Murray

Summary of activities – There has not been any activity with this work group since our last Section report. David and I have a call scheduled to talk about energizing the group and enlisting additional volunteers so that work on the group’s projects can begin. The goal of the group is still to identify best practices and start exploring how collaboration between law firms and law schools can effect professional development.

Scheduled completion: Not on track

Listserv Work Group

I am still looking for a chair for this work group. I am aggressively looking for volunteer(s) to chair this work group. I will use the listserv to help this effort.

Scheduled completion: Not on track

Transitions/Career Displacement Work Group

I am still looking for a chair for this work group. I am aggressively looking for volunteer(s) to chair this work group. I would like to find a volunteer who preferably has knowledge of labor/employment law and/or HR knowledge. I will use the listserv to help this effort.

Scheduled completion: Not on track

Strategic Planning Issues/Challenges

The majority of the time at our last Section call (October 9) was spent on identifying the strategic issues/challenges that we are going to face for the next few years. On our call, we had a number of law school members. That interaction was great and beneficial to have the school side point of view.

The challenges we identified for PD professionals include:

- How does PD continue to add value to the firm’s bottom line? How do we use the ACC Value Challenge and position ourselves as the group that adds value to the firm and to its clients?
- How do we better educate our firms to understand our function and its strategic importance to the firm and its clients?
- PD professionals need information and data to do our jobs better and add that value. We’d like to see more research and data on –
 - Competencies related to progression and advancement
 - Different career tracks, a lattice approach to careers – who is doing this, best practices, what can we learn from the accounting world (Deloitte) and the consulting world (McKinsey)
 - Leadership – best practices, programs, training, preparing our attorneys to run our firms as businesses
- How do we bring law schools and law firms together to collaborate on the following –
 - Identify and agree on necessary skills to be successful in the practice of law

- Collaborate on how to teach those skills
- Law school curriculum – how to frame the curriculum and how to make law firms better understand the curriculum
- Our law schools members said they need to hear more from law firms
- Colliding of classes (tidal wave) – how do we train, evaluate, give feedback, retain talent, manage work assignments in this economy when our firm’s operating models are changing and clients are dictating time spent on work, who does that work and whether or not they will pay for that work?
- We need to begin managing associates to their skill level and not their graduation years
- Deferrals – how are the deferrals affecting the associates already working at our firms with no junior class coming behind them? What effect is this having on work assignments, skill development, morale? We are paying too much attention to those deferred and not enough attention on our associates who survived.
- For those associates that are deferred, how do we ensure they are receiving the training and development they need, how are they building their skills while they are not working?
- Bar examiners – can they play a role in changing education and learning in law schools and firms? We briefly talked about the notion of a uniform bar exam, which recently appeared in a law.com article.

Please let me know if you have any questions, need clarification or additional information on anything in this report. Thanks.

Cc: Fred Thrasher, NALP Deputy Director