

MEMORANDUM

DATE : February 4, 2016

TO: Fred Thrasher, Deputy Director
Andrew Hales, Board Liaison

FROM: Kara P. Dodson, Section Chair

It has been my privilege on behalf of the Lawyer Professional Development Section to serve as the Section Chair. As a result of accepting a new role as a Managing Director with SJL Search, NALP rules mandate that I must resign from my role as Chair.

On behalf of our Section, I am pleased to submit our third Board report of the year.

I. Our Section leaders are as follows:

Chair	
NALP Board Liaison	Andrew B. Hales – abhales@venable.com
Law Firm/Law Student PD Collaboration Work Group Vice Chair	
Secondments Work Group Vice Chair	Kelli Dunaway – kelli.dunaway@bryancave.com
Membership/Development Work Group Vice Chair	Tricia Widdoss – tricia.widdoss@skadden.com
Best Practices in Lawyer PD/PD for the PD Professional	Estelle Winsett – estelle.winsett@butlersnow.com
Education Work Group Vice Chairs	Sheri Zachary (szachary@saul.com) and Devon Doane (ddoane@stradley.com)

Articles Coordinator	Sheri Zachary (szachary@saul.com)
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II. Working Group reports

A. **Best Practices in Lawyer PD/PD for the PD Professionals**

Estelle Winsett reported the following goals for her group:

1. Presented webinar on women's initiatives in November. The next webinar is scheduled for February 23 and the topic is business development training (with Start Goodman and Roberta Montafia).
2. A list of "go-to" PD resources for Lawyer PD professionals is now listed in Lawyer PD Section on the NALP website. As planned, Estelle continues to collaborate with section members, and PDC members, to include a collection of resources from conferences, as well as other PD resources and information.
3. Along with Kate Kerr and Devon Doane, Estelle has created a lawyer PD Book Club. The books chosen are: *The Power of Habit*, *The Art of Self Promotion*, and *Thrive* by Ariana Huffington. A brief description of each book and a book review will be shared with the Section.

B. **Law Firm/Law Student PD Collaboration**

Cinnamon Baker resigned from her role at William & Mary and accepted a new PD-focused job. Given the demands of her new role, Cinnamon felt that she needed to step down from serving as vice chair of the work group.

Unfortunately, due to the timing of my job search and Cinnamon's new role, we were not able to accomplish our goals with this work group. In December, Mike Ende and I were working to find ideas for volunteers and a new vice chair.

This is a group that must receive attention from the new Chair given the importance of this collaboration.

C. Secondments Work Group

Kelli Dunaway continues to collaborate with Kelly Green to create a framework to explore secondments. A comprehensive report will be provided by May 2, 2016 from Kelli Dunaway.

D. Education Work Group

Sheri Zachary and Devon Doane are leading the process for RFPs throughout February and March for the NALP PDI conference. They plan to lead the NALP Annual RFP process after the PDI process ends. A brainstorming meeting has been scheduled for the third week of February.

In addition, our section submitted the following articles for the NALP Bulletin, all of which were accepted for publication. All of the articles are moving forward under the timing agreed upon with NALP. Sheri Zachary continues to manage this project.

Topic	Author	Description
Introducing law students to the performance expectations of today's law firm.	Werten Bellamy, Jennifer Henfey and Sheri Zachary	Joint article from a consultant, law school and law firm professional focusing on the unspoken expectations that go with working in a firm (and what schools can do to help prepare law students).

<p>Self-Awareness: An Unexamined Key to Top Performance</p>	<p>Werten Bellamy wbellamy@mystakeholder.com</p>	<p>It is impossible to sustain top performance without developing high levels of self-awareness – the ability to be an objective observer of yourself. Self-Awareness is a ‘meta-competency’ – a vital precursor to many of the attributes widely associated with top performance.</p> <p>In this article, I will identify the many ways that self-awareness contributes to associate performance and argue that that self-awareness requires closer examination and deliberate training.</p>
<p>Secondments</p>	<p>Kelli Dunaway & Kelly Green</p>	<p>Secondments are increasingly prevalent at different levels of an attorney’s career. Kelli Dunaway and Kelly Green explore different experiences with having outside attorneys go inside the world of their clients.</p>
<p>Leveraging your differences</p>	<p>Sheri Zachary and Veronica Cool veronica@CoolAssociatesLLC.com</p>	<p>This article would address the practical strategies for working across differences (and how this is not just a diversity issue but a PD issue).</p>
<p>Understanding the Client – The Foundation for Building Effective Business Development and Client Service Programs</p>	<p>Rod Boddier boddie@thewickfordgroup.com and Ceil O'Connor ceil9288@gmail.com</p>	<p>This article will discuss how PD professionals can build business development programs and client-facing initiatives that enhance client relationships.</p>

Strategic Brand Development	Ann Jenrette-Thomas - ann@esquirecoaching.com	This article will discuss the essential elements of building a strong brand including Rapport, Output, and Communication in order to build the Know, Like, and Trust factor essential to developing a strong brand.
Book Reviews & Author's Corner	Kara Dodson & Devon Doane	Find out what recent publications are worth the read and can add value to your PD and Recruiting programs. Author interviews for select texts will provide added insight into current topics in the legal community.

E. Membership/Development

Despite our plans for the Section, as the result of a job transition for me, I was unable to continue with my position. We were not able to hold the third Section call in January as planned. I deeply regret the impact of job transition on the Section and I explained to Jean Durling and Mary Beal, this was a very disappointing outcome as I was honored and excited to lead the Section.

I continue to be involved with the work group co-chairs, especially the RFP work group, to ensure that there is a smooth transition to the new Chair. I will be in attendance at the NALP annual conference and am available to help with transition to the new Chair.

Thank you for this opportunity!

Respectfully,
Kara Dodson