

NALP Lawyer Professional Development Section Second Report

TO: Kay Nash, NALP Board Liaison to Lawyer Professional Development Section

CC: Fred Thrasher, Deputy Director

FROM: Molly Peckman, NALP Lawyer Professional Development (PD) Section Chair

DATE: October 23, 2012

It is my privilege on behalf of the Lawyer PD Section to submit our second Board report of the year.

I. Lawyer PD Section Leaders:

Chair	Molly Peckman - molly.peckman@dechert.com
NALP Board Liaison	Kay Nash - knash@wileyrein.com
NALPConnect	Diane Downs - ddowns@akingump.com Cynthia F. Jordan - cynthia.jordan@dechert.com
Education Working Group	Kara P. Dodson - kdodson@ycst.com
Professional Development for PD Professionals	Andrew B. Hales - abhales@venable.com Susan Manch - susan.manch@bingham.com
Lawyer/Law Student Professional Development Collaboration	Michele Bendekovic - michele.bendekovic@steptoe-johnson.com
Liaison to the Diversity Section	Alexandra Mai - alexandra.mai@dlapiper.com
Liaison to the Professional Development Consortium	Michele Bendekovic - michele.bendekovic@steptoe-johnson.com
Liaison to the Law Student PD Section	Kristine Bridges - kristine-bridges@utulsa.edu

II. Reports of Lawyer PD Section Working Groups:

A. PD for PD Professionals Working Group

We are pleased to announce the successful launch of the “PD for PD Professionals” Webinar Series. The first program was presented by working group co vice chair Andy Hales on Time Management and was attended by 75 NALP members. We received great feedback after Andy’s program, which was full of practical tips and was recorded for replay. The next program, “Communicating with Impact,” is scheduled for October 31st to be presented by Sue Manch, our other co chair of the working group and already 100 people have registered for that program. There is an another webinar, “Networking for the PD Professional,” scheduled for January and we hope to plan additional webinars.

B. Education Working Group

Vice Chairs Kara Dodson and Jean Hadley (with great support from Kay Nash and Michele Bendekovic) shepherded this year’s RFP process and the Lawyer PD Section will be well represented at the Professional Development Institute as the following programs were accepted:

- **Can You Really Teach Old Partners New Tricks?**
- **Effective Evaluations from Stem to Stern**
- **Ch, Ch, Ch, Changes: Navigating the Leadership Transitions in Your Organization**
- **Lawyers, Fun and Money: Law Firm Economics for Law Firm Administrators**
- **Teach Your Associates Well**
- **Assessing the Assessors**

The Section also will be well represented at the NALP Annual Conference as the following program proposals were accepted:

- **Don't Let the Door Hit them on the Way Out! Counseling your alumni before and after they leave your firm/school.**

Real alumni relations start before they leave your firm or school. No matter where -- or how -- they go, your alumni will always be representatives of your institutions. Don't let the door hit them on the way out and don't forget about them after they leave. .

Norma Cirincione, Julie Anna Alvarez

- **Everything You Wanted to Know About Antitrust Law . . . But Were Afraid to Ask . . . Another Firm**

Just what are we allowed to ask our peers at other firms without evoking a warning that we may be violating the antitrust laws? As professionals working in law firms, we ought to have a basic understanding of antitrust law. Experienced antitrust lawyers will provide an overview of antitrust law and tell us just what we are permitted to ask and how.

Molly Peckman, Paul Friedman, David Stanoch

- **Communicating with Associates in the Age of Immediate Uploads**

Law firms can better connect associates to the business of the firm through effective communications, and professional development staff often play a key role in communications. Join a panel of professional development leaders for a discussion of communication challenges in global and multi-office firms. Hear how their firms and others have addressed those challenges and developed communications strategies to determine “what, why, who, how, and when” -- what they communicate about, their goals in doing so, who is in the best position to carry the message (e.g., firm management, practice group management), and how and when it should be delivered. We will also discuss drafting tips for communications you know will hit the web.

Lisa Keyes, J.D. Neary, Susan Manch

- **Don't Hit the Snooze Button: How to Deliver Exceptional CLE Programs to Your Attorneys**

Lawyer professional development programs are anchored by the need to deliver effective training programs to attorneys across a broad spectrum of experience levels and skills. In addition, your law firm wants the professional development department to provide sufficient attorney training programs to meet minimum CLE credit requirements. How do you accomplish these goals and deliver smart, effective, and educational all attorney programming at your organization? This program will provide practical solutions and best practices for delivering exceptional all attorney CLE programs! A team of experts will discuss best practices for designing all attorney programming including: leveraging associates to enhance their own professional development by delivering CLE programs in-house, incorporating the best of adult learning ideas, the use of video, on-demand learning and other delivery methods, and a

round up of the best “winners” for CLE programming within their organizations. Panelists will also discuss ways to leverage your CLE programming for business development.

JeanMarie Campbell, Colleen O'Hara, Heather Edes

- **Hot Topics in PD – The Times They Are A Still Changin’**

For those in PD, the legal marketplace changed dramatically during the recession. These changes played out on both the law firm and law school side of the PD table. The effect on how law firm PD professionals think about educating the next generation of lawyers and how to keep every generation of lawyers engaged and energized became the hot topic of conversation in law firms. Skills development and producing law school graduates ready to hit the ground running in a client centric world became the task of PD professionals in law schools. The new legal marketplace is more demanding than ever and is continually changing. This open forum will provide an opportunity to discuss the positive and negative aspects of the changes in PD we are witnessing. Be a part of an honest conversation about what is working in the world of PD from both a law firm and law school perspective and what will continue to present challenges and opportunities in our industry. Topics will include the need to have entry level associates hit the ground running, law firm expectations of entry level associates, the challenge of curriculum changes in law schools, providing 3Ls with hands on experience and collaboration efforts between law schools and law firm.

Michele Bendekovic, TBD, Emmy Berning

- **Unique Training Needs for International Offices**

Now that you've developed a comprehensive professional development program for your US associates, it is time to turn your attention to the global needs of your law firm. Associates in international offices need the attention and focus of your professional development efforts, but how do you discover their unique needs, develop a suitable professional development program, and deliver something to meet the firm's goals? Three experts on this topic will discuss how to implement training and other initiatives to build skills, increase retention, and enhance firm culture.

Ross Guberman, Mary Schaus, Tony King

- **Building Better Women's Initiatives: Strategies, Tools, and Information to Move Your Firm Forward**

Many firms are analyzing their practices and business models to respond to the changing marketplace and client demands, including a renewed focus on structured women's initiatives. Many PD professionals are asked to create these programs and generate support. Come learn from the hard won experience of others in converting theory into practice. Whether you are charged with building a women's initiative from scratch or revitalizing an existing program that has not delivered the desired results, this discussion will help you develop a fresh, more effective approach and learn from what has not worked well in various settings.

Jeanne Picht, Karen Kahn, Jane Pigott, Sonia Menon

- **Zen Master: Making the Case for Wellness Topics in PD Programming**

Stress has a tremendous impact on our lives and can negatively affect the productivity and well-being of our law students and attorneys. Stress can lead to poor decision-making and costly mistakes. During this interactive, experiential learning program we will: explore the intersection of professional development and wellness topics, including yoga, mindfulness, coaching and beyond; and discuss strategies for making the case for wellness topics in your PD programming, and the pros and cons of utilizing metrics to support your efforts. Come and experience an open discussion about wellness as a catalyst for positive change and promoting Zen in your organization.

Jeff Becherer, Luevenia Sterling, Arthur Fama, Cheri A. Vaillancour

These proposals include collaborations with the Law School, Diversity and Alumni Sections. In addition, the Education Working group will be looking for other educational opportunities for our members throughout the year, including collaborating with the PD for PD Professionals Working Group. Note that one of our original Vice Chairs, Jean Hadley, is no longer with Connelly Bove and we do not have any forwarding information for Jean.

C. Collaboration with Law School PD Section:

Michele Bendekovic and Kristine Bridges, our liaison to the Law School PD Section, are hosting a planning meeting with me and Beth McManus (my law school counterpart) to develop a strategic plan for our sections' collaboration.

D. NALPConnect

Vice Chairs, Diane Downes and Cynthia Jordan are working to promote better utilization of NALPConnect for our Section's 205 members. We hope to better populate the group's resources which currently include several helpful checklists on mentoring, presentation skills and time management.

III. NALP *Bulletin* Articles

The Section also will be well represented in the *Bulletin* as the following topics were selected for publication:

- Recap of the Professional Development Consortium Conference in July - Michele Bendekovic (our liaison to the PDC)
- A collaboration of law firms and a law school on the path to competencies – Sue Manch with Susan Fine from George Washington Law School
- Best practices in structured women's initiatives – Kara Dodson and Karen Kahn
- Identifying and helping lawyers at risk – Cindy Pladziewicz

This is in addition to the three-part series collaboration with the Law School PD Section.

IV. "Environmental scanning"/Additional Business:

At our second Section meeting in September, we again discussed the timing of RFPs for the conferences. Section board liaison Kay Nash and I met with Mary Beal, who provides exceptional support to our section, to discuss changing the timing of the PDI RFP process. Based on Mary's work with the NALP staff, we believe we have a plan in place whereby the PDI RFP process will now shift to open in December and will close in March. The planning meeting will move to May. This is a highly positive change for the PD section members. It should yield very positive results for the quality of the PDI RFPs.

As our liaison to the Professional Development Consortium (PDC), Michele represented us at the PDC's conference in July and submitted a fantastic conference recap to the *Bulletin*.

One of my personal goals this year continues to be to get more members involved in the Section and to provide them with resources for their own professional development. I have been reaching out at New York and Philadelphia PD Group events to promote the Section.

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