

NALP Lawyer Professional Development Section Fourth 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: April 4, 2013

It is my privilege on behalf of the Lawyer PD Section to submit our fourth Board report of the year. I am very proud of our Section's progress on our goal to provide professional development opportunities to our 208 members and again acknowledge the hard work and commitment of our working group leaders and board liaison, Kay Nash.

As we have noted throughout the NALP year, law firm professional developers take care of others but often do not spend enough time developing ourselves. We promote and provide training and development opportunities, empower others in self assessment, goal setting and skill development but some of us do not heed our own advice or take control of our own development and careers. The PD for PD Professionals group was specifically created to provide such opportunities and presented three fantastic webinars. In addition, because of the change in timing of the PDI RFP process, (at our request and with our input), the Education Working Group must be particularly commended for double duty in coordinating RFPs for two PDIs and the annual conference, which resulted in terrific programming for the conferences.

I. Reports of Lawyer PD Section Working Groups:

A. PD for the PD Professionals Working Group

The "PD for PD Professionals" Webinar Series continued and I am delighted to report that co chairs Andy Hales and Sue Manch have agreed to continue to serve next year. As reported, the first program was presented by Andy on Time Management and was attended by 75 NALP members. The second program, "Communicating with Impact," was presented by Sue with over 100 people registered for that program. On February 22, 2013, Christine Clapp, founder of Spoken,with Authority, presented a program building on the theme of communication skills. Christine demonstrated her unique way of organizing a presentation on a single sheet of paper and shared tips on crafting effective presentations and five secrets of delivering them with confidence.

We received great feedback after each of these programs, which were full of practical tips and recorded for reply. Sue and Andy each have brought great energy into this effort and are planning future programs utilizing consultants and NALP veterans.

B. Education Working Group

Based in part on our input, the timing of the RFP process for the annual Professional Development Institute was changed although it did mean double duty for this year's working group. They responded admirably and I am pleased to report that there will be over 20 program ideas submitted on behalf of the Section for the 2013 PDI. Because the deadline is not yet here, I am unable to provide a final list but the programs we are expecting to be submitted include:

- Feedback 101

- Learning from YOUR Law Firm Leaders
- It's a Two-Way Street: Alumni Programs and the Value Proposition
- Coaching Strategies for the PD Professional
- Partner Professional Development and Coaching
- Essential Elements of a BD Curriculum
- Legal Project Management-5 Years Later
- Effective Work Assignment Systems
- Evaluations (10 Tips to Improve Your Evaluation Process)
- 10 Essential Courses for Your Training Program
- Secure Your Oxygen Mask First (PD for the PD Professionals)
- Let's Go Back to School - Employment Law 101
- Writing Seminar
- Using Technology to Develop and Share Skills
- Beyond Best Practices: Cutting Edge Ideas for Legal Education
- Building Bridges Across Differences – The Power of Adaptive Leadership
- Moving Beyond “Kiss, Bow or Shake Hands” – Leveraging Cultural Competence as a Key Leadership Skill in our Diverse & Global Legal World

We very much appreciate the Board's consideration of the PDI RFP timing issue we raised and think this will improve the quality and quantity of RFPs for both conferences. As noted, the Education Working Group must be commended and I specifically acknowledge the efforts of Kara Dodson, Kay Nash, Michele Bendekovic and Julia Borginis.

As previously noted, the Section 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.**
- **Everything You Wanted to Know About Antitrust Law . . . But Were Afraid to Ask . . . Another Firm**
- **Communicating with Associates in the Age of Immediate Uploads**
- **Don't Hit the Snooze Button: How to Deliver Exceptional CLE Programs to Your Attorneys**
- **Hot Topics in PD – The Times They Are A Still Changin'**

- **Unique Training Needs for International Offices**
- **Building Better Women's Initiatives: Strategies, Tools, and Information to Move Your Firm Forward**
- **Zen Master: Making the Case for Wellness Topics in PD Programming**

These programs, as well as the PDI RFPs, include collaborations with the Law School, Diversity and Alumni Sections.

C. Collaboration with Law School PD Section:

I have spoken to Law School PD Section leader Kristine Bridges and we plan to better collaborate amongst our sections. Michele Bendekovic continues to be a terrific liaison to the Law School PD Section and has also agreed to continue in this role next year.

D. NALPConnect

This group has not been as active and we hope going forward to promote better utilization of NALPConnect including more discussions and announcements and to better populate the group's resources which currently include several helpful checklists on mentoring, presentation skills and time management. As previously noted, we face competition for such communications from the very well-established PDC list serve. This is something we will continue to work on.

E. Collaboration with the Diversity Section

Alexandra Mai has done a great job of liaising with the Diversity Section and was our contact for the successful joint webinar, **Changing Lanes - Working at the Intersection of Recruitment, Diversity and Professional Development in Law Firm**, on Friday, February 1st. Panelists discussed the trend and potential implications of combining recruitment, diversity, and PD roles at law firms, best practices, and helpful resources for those in a combined role, and sample job descriptions for those seeking to define their roles.

We look forward to additional collaboration between the sections.

II. NALP *Bulletin* Articles

The Section also was 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.

III. "Environmental scanning"/Additional Business:

At our last Section meeting in March, we focused on brainstorming for PDI. No one raised any issues of concern or consideration for our Section.

IV. Conclusion:

My personal goals this year were to get more members to join and to become active in the Section. While we made significant progress on these goals, I am delighted to have the opportunity to continue working on them and will be returning as Section chair.

In closing, I again acknowledge the incredible support of each of the Section's leaders listed below, particularly Kay Nash and Michele Bendekovic, former Section chairs and great mentors and friends. I also offer sincere thanks to the NALP staff, particularly Mary Beal, for her tremendous support.

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

Molly Peckman

Lawyer PD Section Leaders:

Chair	Molly Peckman - molly.peckman@dechert.com
NALP Board Liaison	Kay Nash - knash@wileyrein.com
NALPconnect	Diane Downes - ddowns@akingump.com Cynthia F. Jordan - cynthia.jordan@dechert.com
Education Working Group	Kara P. Dodson - kdodson@ycst.com Julia Borginis - JBorginis@foxrothschild.com
Professional Development for the 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