

To: Fred Thrasher, Deputy Director
Melanie Priddy, Board Liaison

From: Tamesha Keel, Section Chair

Date: April 9, 2020

Re: Lawyer PD Section Report

I greatly appreciate the opportunity to serve as the 2019-2020 Chair. It was a pleasure working with NALP Leadership, the Vice Chairs, and Section Members.

The workgroup updates for this last quarter are as follows:

- **Best Practices in Lawyer PD:** The Section's webinar: *Confidence, Imposter Syndrome, and Lawyers... Oh My!* held on Wednesday, March 18th went well. Led by Miriam Benor (Senior Manager of Talent Development at Pillsbury Winthrop) attendees learned about confidence, relevant research, factors impacting confidence, and tips to improve self-confidence.
- **Education:** The *Bulletin* articles written on the Section's behalf this year were:
 - *Creating a Culture of Happiness* by Jenalea Cree & Hannah Fabrikant (February 2020)
 - *A Primer on Professional Identity Formation* by Melissa Berry (March 2020)
 - *#BeTheDifference: Using Mental Health First Aid to Help End the Silence & Stigma* by Tamesha Keel & Amy Sanders (April 2020)
- **Lawyer/Law Student PD Collaboration & Professional Identity Formation:** In mid-February, the Section Chair and Vice-Chairs met via videoconference to discuss updates, roadblocks, and feasible ways to collaborate in the future. The current plan is to collaborate on a professional identity webinar. As mentioned during the Section's strategic planning process, one recommendation would be to consolidate these two workgroups to avoid redundancy. It is also important to consider the Holloran Center's mission in determining the most practical way to partner with Center while advancing the workgroup's annual goals and maximizing member benefit given time constraints.

- **Membership:** No new updates.
- **Additional Items:**
 - More ideas to incoming leadership from a Section Member:
 - During the next five years, what are the primary challenges that you will encounter in your professional development role? Finding the right level of development and mentorship for the current and incoming generations, and keeping them engaged and fulfilled. Handling the unexpected issues that have arisen from the #MeToo movement.
 - What concerns are facing the legal industry relating to the recruitment and retention of legal talent? The current and next generations are not unloyal, but they are also okay with a certain level of job-hopping and even career changes. The landscape has changed - easier to move, technology makes it easy to work remotely, spouse careers are having a larger impact, and there is significantly less stigma in connection with having several jobs on your resume.
 - What guidance/resources offered by the Lawyer PD Section are the most valuable to you? Examples of what others are doing, and group sharing of thoughts, ideas, and innovations.
 - Comments/other observations: Change is the only constant and we all need to help each other as changes are occurring and those changes are affecting everyone - law firms, law schools, students, attorneys, and career professionals. We need to work together on a path that supports everyone and keeps this industry alive and well far into the future!
 - March 27th was the Section's last call for this term and held via videoconference. There were almost 40 attendants participating by video and phone. The group discussed:
 - Areas of COVID-19 Impact on Lawyer Development—
 - Importance of maintaining professionalism standards/delivering high quality service while working remotely
 - Delivering evaluations/feedback to attorneys and staff

- Training and skill development while working remotely
 - Best practices for maximizing productivity & managing others
 - Developing more training on technical tools used for work
 - Opportunity to review existing processes/work allocation systems to strengthen business
 - Perspective shifts (i.e., reconnecting with clients & contacts; prioritizing relationships; recognizing everyone's humanity; etc.)
 - Redesign live trainings to virtual ones
 - Scheduling more virtual social events to foster engagement (i.e., coffee chats; happy hours; virtual baby showers)
 - Increase of meetings via video conference rather than just calls
 - More communication about existing benefits and other resources (i.e., mindfulness apps, etc.)
 - Managing overall communications through centralized channels like HR or intranet to prevent information overload
 - Dealing with the various of realities and challenges of working from home while managing expectations during this time
- These ideas serve as a great starting point for future programming and articles. Members were encouraged to share any additional ideas with incoming leadership.