

LAWYER PD SECTION

January 30, 2025 Quarterly Update to NALP Board

Co-Chair: Carole Deeter

Co-Chair: Kelly Ryan

FULL SECTION MEETING

January 8, 2025 Full Section Meeting

The section met on January 8th. We had a light agenda, likely in light of the section also having met at PDI in Arizona. Rob De Toni provided an update on the performance management study with the NALP Foundation. The Foundation has what they need to proceed, and an advisory board has been formed to support the study. In Law Firm/Law School collaboration, the Law School side continues their series of leadership development roundtable discussions, with the next one taking place on February 12th. The Wellbeing liaison highlighted the links to recordings and resources available from December.

We shared with the section that NALP has formed an Interest Group for the Small to Midsize firms, which combines the workgroups from the Lawyer PD, Recruiting, and DEI sections. We also shared that the AI Work Group is in discussion with NALP leadership about a combined Interest Group to streamline efforts.

We concluded the meeting with an open discussion on partner training programs, including how to get people interested; our shared challenges of getting honest written feedback; how to communicate information to associates; and a call for support on writing performance improvement plans.

Plugs were given for NALP's Caregiver affinity group, the January 30th webinar on EQ in PD, AEC in Cleveland, and the Lateral Integration Interest Group.

We shared our request for a meeting time at AEC with Fred and plan to meet with the section in Cleveland.

WORK GROUPS

Education Work Group (Rochelle Weiner & Jessica Jacobs)

No update for Q4. The group will pick up again once the RFP deadlines for 2024 PDI and 2025 AEC are announced.

Lawyer/Law Student Professional Development Collaboration (Sarah Hadjimarkos and Susanne Aronowitz)

No formal update from this group for Q4. Greg Miarecki of the Law Student Professional Development section continues to host ongoing programming, which we continue to cross-promote.

Best Practices in Lawyer PD/PD For the PD Professional (Angie Gumucio)

No update for Q4.

Member Relations & Membership Development (Tara Rhoades)

No update for Q4.

Lawyer Career Coaching/Advising (Thea Klinker and Nicole Llorenz)

No update for Q4.

Knowledge Management and Resource Implementation (Rob De Toni and Jennifer Lucas Ross)

The group is working on compiling a list of consultants and experts recommended by the section via the various conversations on NALP Connect recently. We've proposed to Rob & Jennifer that they put a call out to the section for additional inclusions, and then we'll connect with Myriah for approval to post (if needed).

DEI Liaison (TBD)

We have not received the name of our DEI Liaison yet.

Well-Being Champion (Pascale Bishop)

No new updates from Well-Being this quarter.

Small & Mid-Size Firms (Jennifer Lucas Ross)

- NALP has approved a Small/Mid-Sized Firm Interest Group, which is a collaboration between the Small/Mid-Sized Firm PD, Small/Mid-Sized Firm Recruiting, and Small/Mid-Sized Firm DEI Working Groups. The new Interest Group has been communicated to NALP members. The first planning meeting of the Interest Group was on January 21st. The Interest Group has also spoken to Mary Beal about holding an in-person meeting at the AEC in Cleveland.
- The Small/Mid-Sized Firm PD Working Group is planning a spring presentation, tentatively, on the topic of how we use AI in our positions.

AI in the Workplace (Elise Tincher & Hayley Accola)

The AI Working Group is in a bit of a holding pattern right now while waiting for NALP leadership to let them know if they can merge with the other AI Working Group. Once that is determined, they'll move forward with additional work.

Performance Reviews (Rob De Toni)

- We are waiting to hear back from the NALP Foundation on a first meeting date of the advisory board for their proposed report on performance evaluations
- On November 21st we held a roundtable on performance evaluation systems
- On February 13th we will be holding a roundtable on leveraging competencies and benchmarks in law firm PD.

LAWYER PD SECTION REQUEST OF NALP

The Knowledge Management Working Group has compiled a list of consultants and experts that have been recommended on NALP Connect by members. We'd like to post this in the library for reference, including the caveat that the recommendations are sourced from members via the discussion boards and are neither NALP endorsed nor all-inclusive. We will run the list by Myriah when it's ready.