

### **LAWYER PD SECTION**

Co-Chair: Shannon Burke

Co-Chair: Sandy Minea

We are very excited for another great year with the Lawyer PD Section. The Vice Chairs will continue to meet monthly, and we had that initial meeting to make introductions and understand charges. We look forward to another active year in our Work Groups of quality engagement and good progress.

**Next Section meeting:** at 3 p.m. CT

### **Member Relations & Membership / Development**

*Vice Chair: Julia Borginis (Fox Rothschild) (jborginis@foxrothschild.com)*

Julia has evaluated her process for welcoming members to the group and will begin emailing all new members again beginning in July.

### **Lawyer/Law Student Professional Development Collaboration**

*Vice Chairs: Sarah Hadjimarkos (Fenwick) (shadjimarkos@fenwick.com) and Susanne Aranowitz (Naomi Beard & Associates) (susanne@naomibeard.com)*

The Lawyer/Law Student Professional Development Collaboration has made contacts with their counterparts in the Law Student Professional Development Section and are in the process of scheduling a call to coordinate collaborations for the upcoming year.

### **Education Work Group: Annual Education Conference / PDI / Bulletin+ Article Planning**

*Vice-Chair: Rochelle Weiner (McDermott Will & Emery) (rdweiner@mwe.com) and Kristie Chizmadia (Jackson Lewis) (kristie.chizmadia@jacksonlewis.com)*

The Education Work Group had a busy quarter. Prior to the 2023 NALP AEC RFP deadline we created a Google doc for Lawyer PD Section members to add to. The goal was to connect those interested in presenting who didn't have a topic and those who had a topic, but didn't have co-presenters. We then hosted a Zoom brainstorming session and populated the document with additional recommendations. Our group was able to pair about 5 or 6 individuals with others for some impressive RFP offerings from the Lawyer PD Section.

Additionally, as a work group, we brainstormed ideas for articles and two members of the work group are planning to co-author an article together. Looking forward, we will go through the RFPs that did not get selected for the conference and determine which would make for interesting webinars. We'll also put a call out for volunteers to write articles.

### **Professional Identity Formation**

*Vice-Chairs: Melissa Berry (Lane Powell PC) (berrym@lanepowell.com) and Laura Friedman (Taft Stettinius & Hollister LLP) (lfriedman@taftlaw.com)*

The Professional Identity Formation Work Group presented at the 2022 Annual Education Conference in a program on "Building a Bridge Between Law School Learning and Law Firm Expectations." The Work Group also submitted a proposal for the 2023 Annual Education Conference titled "Competency-Based Hiring: Linking Associate Development Competencies to

Recruiting.” The proposal was submitted on behalf of the Lawyer Professional Development Section and the Recruiting Section. If the proposal is accepted, the Work Group will work with the Recruiting Section to further explore the use (or lack of) of lawyer competencies in the recruiting and hiring process. This may take the form of a supplemental survey, focus groups, or other method of gathering information from NALP members who are law firm recruiters. The Work Group is also actively exploring collaboration with the Law Student Professional Development Section. In June, we held a meeting with the Law Student Professional Development Section’s Professional Identity Formation Work Group co-chairs to discuss potential collaborations, including a webinar on the new ABA standards related to professional identity formation. A follow-up call is planned for late July 2022. The Work Group also continues to explore the connection between professional formation and well-being. To that end, Melissa wrote a book review for the July/August *NALP Bulletin+*, “Doing Well and Being Well – It’s Not All in Your Head” about the book *The Law Student’s Guide to Doing Well and Being Well in Law School*.

### **Best Practices in Lawyer PD / PD for the PD Professional**

*Vice-Chairs: Kelly Druten Green (Ogletree) (kelly.green@ogletree.com) and Jennifer Little (Haynes Boone) (jennifer.little@haynesboone.com)*

We have started this year focusing on the part of our charge related to improvement of resources for members. We had a call with Kelly Ryan, Vice-Chair of the Knowledge Management and Resource Implementation sub-committee, to discuss potential opportunities for collaboration. Given the current focus of the knowledge committee, we have ideas for several avenues to pursue for increasing awareness and engagement. First, we plan to identify and circulate on a regular basis quality resources available on NALP Connect but might not be easily located by newer members. Secondly, we are looking for ways to increase responsiveness to queries that our colleagues submit on NALP Connect. Emphasizing the importance of and best practices around engaging in this way is a priority for 2022-2023.

Last year, we produced a successful webinar series, *Is it worth it?: Investing wisely in yourself and your career*, in partnership with the Managing Your Own Professional Development for the Experienced Professionals Workgroup, and Lawyer Career Coaching / Advising Workgroup. Each installment has featured a panel of NALP members discussing various avenues of their own professional development, coaching certifications (November) and other assessments/certifications (January), and deep dive into identifying your ‘Why’ in order to motivate the ‘How’ to improve yourself (February). The webinars have emphasized practical application and a candid assessment of whether the investment of time and resources is “worth it.” Given the enthusiastic response to the miniseries, we will be pursuing a sequel to Part II (on Assessments) covering additional options we did not have time to include last time around.

### **Lawyer Career Coaching and Advising**

*Vice-Chairs: Katie DiMartino (Troutman Pepper) (kathryn.dimartino@troutman.com) and Christie Mizer (Morrison & Foerster) (Cmizer@mofo.com)*

The Coaching & Advising Working Group’s last bimonthly meeting was held on May 4. Nearly 20 attendees had a robust discussion about internal marketing of coaching programs, and continued discussion around the challenge of communicating coaching ROI/success stories. The

next meeting will be held on July 26, and the group plans to discuss best practices for using external coaches.

### **Knowledge Management and Resource Implementation**

*Vice-Chair: Kelly Ryan (Venable) (kkryan@venable.com)*

Kelly met with the vice-chairs of the Best Practices in Lawyer PD section to discuss ways to highlight and organize existing relevant materials on NALP connect. This will serve as a launching off point when the Knowledge Management team is ready to implement and organize the forthcoming website redesign.

### **Well-Being**

*Laura Friedman (McDermott Will & Emery) (lfriedman@mwe.com)*

Laura has agreed to be our Well-Being Champion and help us to identify specific well-being issues faced by the section and propose and institute well-being initiatives to address these issues. Laura will also participate as a member of the Well-Being Steering Committee. We are awaiting more guidance and trying to find her a Co-Well-Being Champion.

### **Communications, Social Media & Marketing**

*Pascale Bishop (Ice Miller) (pascale.bishop@icemiller.com)*

Pascale has signed our section up for NALP's social media initiative. Her work group will develop LinkedIn posts through the year. The first is slated for July and she is soliciting ideas and will submit a post.