

LAWYER PD SECTION
March 20, 2025 Quarterly Update to NALP Board

Co-Chair: Carole Deeter
Co-Chair: Kelly Ryan

SECTION MEETING

March 12, 2025 Section Meeting

The section met on March 12. We had a few updates from work group leads, listed below in the work group section.

We informally discussed generative artificial intelligence (GAI) and where we individually and our firms are seeing uses. As PD professionals, individuals like to use ChatGPT and other GAI tools to further develop training programs, including creating interactive activities or making sure all the relevant points are addressed, respond to proposals and other written submissions, getting ideas or brainstorming, and generating a summary or talking points by uploading a powerpoint. Internally, firms are using Co-Counsel, Harvey, and Co-Pilot. We discussed various ways firms are teaching attorneys about GAI, including understanding the ethical pitfalls of using GAI, how to use specific programs, how to prompt GAI, and how to supervise junior associates who are using GAI. One person recommended the Hotshot modules *Understanding AI* as a comprehensive guide that covers the basics in a digestible and approachable way. Another person recommended for anyone with an in-house GAI to ‘feed’ it and train it on existing documents, programs, etc. you have created in-house so it learns both the firm’s approach on various topics and the tone. (Note: Our AI Working Group leads were not able to join our section meeting and this discussion.)

We also had an open discussion on upcoming summer associate and fall associate/first year training. We continue to see a need for training on professionalism, dining etiquette, courtroom processes, email composing, and other ‘basic’ topics that were not a part of the curriculum in previous years. There is an appetite within the newest generation of lawyers for exact steps, templates, samples, etc. to guide their behaviors so they do things the ‘right’ way. We also had a good conversation about the importance of level setting and addressing basic topics even if they are too basic for some individuals as a way to reach everyone, including those who may be first-generation lawyers or otherwise are not as attuned to the unwritten rules. Additionally, we covered evaluation criteria and software, experiential training for transactional and litigation associates, and internal ‘what I wish I had known’ coffee chats.

WORK GROUPS

Education Work Group (Rochelle Weiner and Jessica Jacobs)

Rochelle and Jessica were unfortunately unable to attend the section meeting, but we had a brief discussion about potential programs for the 2026 AEC and 2025 PDI. They are working to put together a document that will be available to everyone in the section to add topics and content they would like to see and volunteer to work on those proposals. We will also make a push for ideas in Cleveland.

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

They previewed that we will have a deeper discussion in Cleveland on the effects of recent policy as it relates to professional development. For example, what resources can we provide to students whose government internships were rescinded? Are there ways to pivot skill sets from one practice area to another as legal work dries up or ramps up in a specific area? On a related note, one member shared an initiative from industry coaches providing free coaching to government attorneys who were either laid off or considering a career change due to government volatility.

Member Relations and Membership Development (Tara Rhoades)

No update for Q4.

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

No update for Q4.

AI in the Workplace (Elise Tincher and Hayley Accola)

As mentioned in the last report, there was some concern about a duplication of efforts among different sections as they research general guidelines that could be applicable to NALP members across the board. As of a few weeks ago, the groups understand they are to continue working separately for now but are aware of the work group leads in other sections and will coordinate and collaborate as needed.

Performance Reviews (Rob De Toni)

No update for Q4. Waiting for the NALP Foundation to initiate the advisory board meeting.

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

The coaching and advising group has an article in the upcoming NALP Bulletin on the use of AI in Coaching Attorneys as it relates to performance reviews. Some coaches are offering free coaching sessions to Perkins Coie and Covington and Burling employees due to recent executive orders naming and limiting these firms.

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

On pause as we wait to see if there are any concerns from the NALP Board on collating the recommendations from NALP Connect into one document that clearly indicates it is member-driven and not official recommendations from NALP.

DEI Liaison (TBD)

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

Small and Mid-Size Firms (Jennifer Lucas-Ross)

Jen continues to promote the new interest group for small and midsize firms, open to anyone who identifies as working in professional development, recruiting, and/or diversity at a small or midsize firm (the exact number is open to interpretation). They are looking for leadership in each of the functional areas. There will be an interest meeting in Cleveland. The group is excited and open to hear ideas from colleagues on how to scale some of the big law programs and practices to firms with fewer resources.

Well-Being Champion (Pascale Bishop)

Pascale shared information on an upcoming Wellbeing section meeting. The group is working on creating a one-page guide on easy ways to integrate wellbeing into your daily life. The group is also focused on identifying wellbeing supports for recruiting professionals as they enter the summer program and recruiting season. They are also working on compiling a more in-depth 'master list' of best practices and resources. As a reminder, Wellbeing in Law Week is coming up in May. The section is hosting a program on April 3 called *Well-being Week in Law Done Right: Less Work, More Impact* with Jon Krop on how to easily execute a WILW program at your firm.

LAWYER PD SECTION REQUESTS FOR NALP

We request approval on our plan to share a list of recommended trainers on our NALP Connect page. The Knowledge Management Working Group has compiled a list of consultants and experts that have been recommended on the Lawyer Professional Development NALP Connect page 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 support a combined AI in the Workforce group with a liaison to the Lawyer PD section.