

LAWYER PD SECTION

October 17, 2024 Quarterly Update to NALP Board

Co-Chair: Carole Deeter

Co-Chair: Kelly Ryan

FULL SECTION MEETING

October 2, 2024 Full Section Meeting

The October 2nd section meeting had two agenda items: updates from the work groups, including in-depth updates from the AI in the Workplace and Performance Evaluation groups, and a 'hot topics' open discussion. The work group updates are below. During the open discussion, there was continued talk about what we are identifying as "generational differences" but seems to primarily be new lawyers versus everyone else. The people on the call continue to see situations of unprofessional behavior in newer lawyers that a) the new lawyers don't see as unprofessional and b) the tenured professional hasn't had to explicitly teach or coach new associates on previously. In conjunction with many new associates starting in the fall, we discussed ways to identify and teach the 'common sense' rules. More firms seem to be incorporating a 'firm norms' type session into their orientations, but it continues to be difficult to teach and difficult to anticipate all the ways in which a new associate might ruffle feathers.

WORK GROUPS

Education Work Group (Rochelle Weiner & Jessica Jacobs)

Rochelle shared an update on upcoming Bulletin articles and PDI programs sponsored by the Lawyer PD section. She and Jessica created a Google Doc for those interested in writing articles and passed along the volunteers to NALP. They are beginning to think about the new RFP process starting next year.

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

Susanne and Sarah recently met with their Law Student PD counterpart, Julie Dietrich, to identify opportunities for collaboration. A few ideas they are considering include the below. They plan to meet again next month to hone their area of focus for the year.

- Revisiting the 'Business of Law' curriculum they developed last year to solicit feedback, continue promoting it as a resource, and expand it to include other areas like conflicts checks, confidentiality, etc.
- Helping law students understand generational difference and expectations as they transition to firms
- Developing resources/programs to help law students build a practice around seeking out and integrating feedback into their current work experiences to prepare them to be evaluated once they enter firms,
- Instilling students with an understanding of client service

Additionally, Greg Miarecki coordinated a roundtable on the topic of leadership programs in law firms and law schools, taking place on October 29, which we billed as co-sponsored and promoted internally on the Lawyer PD NALPconnect page.

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

No updates in this work group.

Member Relations & Membership Development (Tara Rhoades)

Tara proactively solicited attendees for our monthly meeting and forwarded the Zoom invite, which she found yields a better result than posting the information on NALP Connect. We also realized this quarter she was not set up to view new members within our group. Kelly was able to give her access to sort section members by arrival. Tara plans to reach out to new members through NALP connect and cover the backlog of people who have joined since the new NALP year.

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

Thea and Nicole planned a webinar for the section that took place on October 16th called 'Running Interference: How and When to Intervene as an Internal Coach', focused on what causes coaches to need to intervene, how to do so while respecting confidentiality, and when it may be necessary to refer an individual to an outside coach. The panel included Julie Tran, Sandra Bang, Julie Remer and Julia Jackson. In full disclosure we are writing this report prior to the webinar, but we look forward to sharing any takeaways in the next report. Thea and Nicole continue to be interested in partnering with Volta to share the insights of Volta's study on law firm coaching.

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

The group has identified two goals for the year. One is to create a condensed list of trainer recommendations shared through NALP Connect. This list will not be billed as a NALP-approved list; simply an easier way to locate the information already contained within the section message board. The second is to create a best practices document about working with outside trainers/consultants.

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)

On October 9, 2024, the workgroup held a roundtable discussion on 'Cost Effective Programs and the Use of Vendors in Small/Midsize Firms' which was well attended. Jen plans to host another roundtable or webinar in the next quarter but is only in the early stages of planning. Jen is also collaborating with Knowledge Management to create a best practices guide for small/midsize firm professional development. She expects the best practices guide will be

their goal/project for the year.

AI in the Workplace (Elise Tincher & Hayley Accola)

The AI in the Workplace work group has attracted a lot of (positive) attention with almost 20 people in attendance for their work group meeting. They created three subgroups to cover everyone's interests in AI:

1. AI Best Practices – focused on best practices for attorneys in legal work and law students in the job search process.
2. AI Policies and Guidance – focused on collecting materials and documentation that can be used as examples to develop more concrete and specific guidance around the use of AI within the NALP community and among its members, as well as make recommendations for any policies the group believes NALP should adopt.
3. AI Practical Education and Training – focused on creating educational and training materials on general AI usage for the NALP community. This could include webinars, writing articles, etc.

Performance Reviews (Rob De Toni)

The Performance Review work group hosted the NALP Foundation in early September. There is interest on both sides in moving forward with a formal Foundation study on performance reviews. Rob is finalizing an advisory board to work with the Foundation on the direction and scope of the survey. The goal is to launch the survey in early 2025 and report out by the end of summer 2025.

LAWYER PD SECTION REQUEST OF NALP

No new requests this quarter.