

Carrie A. English

4801 Main Street, Suite 1000
Kansas City, MO 64112
Direct: 816.983.8795
Fax: 816.983.8080
carrie.english@huschblackwell.com

MEMORANDUM

Date: April 8, 2021

To: Fred Thrasher, Deputy Director
Kara Sutherland, Board Liaison

From: Carrie A. English, Section Chair

Re: Lawyer PD Section Q4 Board Report

The Lawyer Professional Development Committee has been very busy this quarter and we are pleased to provide you with our Third Quarter Board Report.

For easy reference, our work group sections and leaders are as follows:

Education Work Group: Annual Education Conference/PDI/Bulletin Article Planning: Shannon Burke
Lawyer/Law Student Professional Development Collaboration: Laura Bicks & Nicole Salama
Best Practices in Lawyer PD/PD For the PD Professional: Sandy Minea
Member Relations & Membership/Development: Andrea McIsaac
Professional Identity Formation: Melissa Berry & Kendra Brodin
Knowledge Management: Heather DiFranko

1. Work Group Updates

Education Work Group: Annual Education Conference/PDI/Bulletin Article Planning

- The Education Work Group has scheduled a final webinar for June 1, 2021. Trusted Advisor Molly Peckman and Jennifer S. Queen, Chief Talent Office of Bracewell will present “Considering a Consulting Career”.

Best Practices in Lawyer PD/PD for the PD Professional

HUSCH BLACKWELL

- **NALP Library.** Significant work continues with the NALP library. Members of the group have undertaken outreach to create a resource of best virtual engagement ideas. The group has amassed several and are working to put this into a format that can be added to NALPConnect as part of a best practice's library.
- **NALP Library Recommendation:** One observation that we would like to share with the Board is the desire to have a folder structure within the NALPConnect Library. For example, we desire to have a Mentoring folder in the Library so that we can upload all articles, best practices, etc. in one easy location for members to easily access.

Lawyer/Law Student Professional Development Collaboration

- Collaboration with the Law School Professional Development Section continues with the Professional Identity Formation work group. See below for more information.

Member Relations & Membership Development

- Nothing new to report.

Professional Identity Formation

The Professional Identity Formation Work Group is in the final stages of preparing its report on the results of the Survey of Law Firm Associate Competencies. The Work Group anticipates that the report will be published by early May. The report publication will be followed by an article about the survey results in the May 17 NALP Bulletin. The Work Group continues to collaborate with the Holloran Center and Law School Professional Development Section's Professional Identity Formation Work Group.

The Professional Identity Formation Work Group has been reviewing the data from the survey and writing the report over the last several months. The report will show which competencies and developmental expectations law firms have for their associates and how law firms use competencies in associate evaluation and development. The Work Group remains grateful for the strong support of NALP leadership and staff (particularly Danielle Taylor and Mary Beal) on this survey effort, as well as the 58 firms who participated in the survey.

In addition to the report itself and the Bulletin article, the Work Group hopes to share the survey results and analysis of those results with NALP membership in other ways, including future NALP-sponsored webinars and conference presentations.

- Members of the collaborative work group include:

HUSCH BLACKWELL

- Kendra Brodin, Co-Vice Chair, Professional Identity Formation Work Group, Lawyer Professional Development Section
 - Melissa Berry, Co-Vice Chair, Professional Identity Formation, Work Group Lawyer Professional Development Section
 - Laura Friedman, Vice Chair, Professional Identity Formation Work Group, Law Student Professional Development Section
 - Debbie Shapiro, Member, Law Student Professional Development Section
 - Jerry Organ, Co-Director of the Holloran Center for Ethical Leadership in the Professions (Danielle Taylor, NALP)
- Kendra Brodin and Melissa Berry would like to continue serving as Co-Vice Chairs for the Professional Identity Formation Work Group into 2022 so they can continue their hard work on this initiative. They should be recognized for their hard work on this initiative.

Knowledge Management

- Sandra Minea and Heather DiFranco serve as the liaisons for the Lawyer PD Section to the Knowledge Management team. The team continues to tag website content and we expect this work group to exist into 2021-2022.

Environmental Scanning/Topics for Future Exploration:

- Feedback: Firms continue to struggle with identifying ways to provide meaningful feedback in the remote environment. This is an area for future exploration and tracking.
- Hybrid Professional Development: As we anticipate a return to work, professional development professionals will be tasked with navigating the in-office and remote work professional development opportunities. Many professionals anticipate the need to continue offering virtual programming even after things return to normal. This is something I would encourage future leadership to continue to watch. The additional cost and administrative work for running parallel programs could be significant.
- Hybrid/Remote Work Opportunities: Future leadership should consider exploring whether firms that are more liberal with their work from home policies have higher associate retention rates. Undoubtedly there will be attorneys that have been successful and enjoy working remotely that might consider lateral moves to firms with more liberal remote working policies.
- Wellness: Managing an integrated wellness program for both attorneys and professional staff can be tricky. The committee could explore how to navigate promoting wellness benefits that will be well received by the entire organization.

CAE