

MEMORANDUM

DATE : July 1, 2015

TO: Fred Thrasher, Deputy Director
Andrew Hales, Board Liaison

FROM: Kara P. Dodson, Section Chair

It is my privilege on behalf of the Lawyer Professional Development Section to submit our first Board report of the year.

I. Our Section leaders are as follows:

Chair	Kara P. Dodson – kdodson@ycst.com
NALP Board Liaison	Andrew B. Hales – abhales@venable.com
Law Firm/Law Student PD Collaboration Work Group Vice Chair	Cinnamon Baker – cbaker@williamsmullen.com (<i>new email</i>)
Secondments Work Group Vice Chair	Kelli Dunaway – kelli.dunaway@bryancave.com
Membership/Development Work Group Vice Chair	Tricia Widdoss – tricia.widdoss@skadden.com
Best Practices in Lawyer PD/PD for the PD Professional	Estelle Winsett – estelle.winsett@butlersnow.com
Education Work Group Vice Chairs	Sheri Zachary (szachary@saull.com) and Devon Doane (ddoane@stradley.com)
Articles Coordinator	Sheri Zachary (szachary@saull.com)

II. Working Group reports

A. Best Practices in Lawyer PD/PD for the PD Professionals

Estelle Winsett reported the following goals for her group:

1. Present 2-3 webinars on relevant PD topics. The first will be presented on September 22, 2015 by Andy Hales, entitled “Train the Trainer – Building an In-House Project Management Training Program.”
2. Develop and publish a list of PD resources for Lawyer PD professionals to be housed on the NALP website. The plan is to collaborate with the NALP office to include a collection of resources from conferences, as well as other PD resources and information.
3. Create a lawyer PD Book Club to get together twice a year via teleconference on favorite PD books. We will also be asking NALPer’s to send us their top 3 PD books.

We also discussed the PDC model and the collaboration that occurs within that group via the listserve and the web site. Our section would like to encourage greater use of NALP Connect and explore the differences between the PDC list serve collaboration and NALP Connect to make communication more effective among our section and the greater NALP community. We have requested that Andy Hales explore this conversation with the Board.

Finally, Estelle is working to add volunteers to her group so please send any names to her.

B. Law Firm/Law Student PD Collaboration

Cinnamon Baker is collaborating with Susan Fine and Gerry Slater, Chairs of the Law Student PD Section, to create initiatives between the 2 sections. Cinnamon is currently in the midst of a job transition but has agreed to continue serving as vice chair. She is organizing a webinar for the fall of 2015 with Gerry and Susan, details to be supplied in the coming month.

We are currently seeking more volunteers for this work group; please send any volunteers to Kara Dodson.

C. Secondments Work Group

Kelli Dunaway is collaborating with Kelly Green to create a framework to explore secondments. Both their firms are actively using secondments. Kelli then plans to connect with other firms to understand the use of secondments and to draft a best practices document for the section.

Kelli plans to connect with firms such as Hunton Williams and Skadden, both of which have summer associate secondments.

D. Education Work Group

During our meeting at the annual conference, our section brainstormed many ideas for RFPs. Sheri Zachary and Devon Doane, along with Kay Nash, Molly Peckman, and Michele Bendekovic, continued that work and created a list of potential speakers and topics to encourage a strong complement of proposals for the 2016 annual conference. The following is the final list of proposals (29 in total) which were submitted to NALP on behalf of our section:

Title of Program	All Speakers
“Its Not Me, It’s You” – How to support and coach challenging students and associates	Fairuz Abdullah, Louise Francis, Devon Doan,
A Crisis of Motivation: The Role of Career Resilience	Werten Bellamy
Advancing the Future of Legal Work - Navigating the New World	Ritu Bhasin, Reva Seth, Manar Morales,
Bottoms Up! Creating a Culture of Collaboration and Feedback through Upward Reviews	Andy Colón, Carrie Milliken

Building Effective Programs for Lawyers – It Takes a Village	Rod Boddie, Kip Guthrie, Andy Hales, Jennifer Furey
Business Development Coaching for Partners is About More Than Just Business Development: A Whole Lot More	Diane Costigan, Sang Lee, Carolyn Bortner, JeanMarie Campbell
Clients Hire Lawyers, Not Law Firms. How to Establish a Long Lasting Connection.	Natalie Loeb, Donna Harris, Marc Friedman, Katheen Harden
Creating an Culture of Innovation Through Cultural Competency	Terri Mottershead
Develop Thyself: Practicing What You Preach in Professional Development	Devon Doane, Michelle Bendekovic, Kathleen Kerr, Jennifer Gallinson
Dissolving Siloes: Combining Diversity & Professional Development Efforts for Greater Impact	Michelle Wimes, Werten Bellamy, Laura Rogora, Sheri Zachary
Finding Bliss in the Future of Legal Service & Practice	Deborah Epstein Henry
Hiding Veggies in the Brownies: Innovative Ways to Teach the Soft Skills Most in Demand	Dawn Young, Kimberly Price, Pascale Bishop
Innovators’ Forum: Changing Legal Education & Lawyer Training to Meet the Needs of 21st Century Clients	Gerald Slater, Lisa Damon, Andrew Perlman
Learning in Minutes	Kate Kerr, Chris Wedgeworth
Mindfulness: The Not-So-Secret Weapon for Lawyer Productivity and Stress Management	Donna Branca, Sheri Zachary, Luevenia Sterling,
New Lawyers and the MVP: How to Communicate Feedback to Your Legal Secretary	Dina Billian, Kara Dodson, Teresa Schmiedeler

Please Sir I want More-PD for Attorneys-How to Keep Them Coming Back for More	Elizabeth Foster-Nolan, Andy Colón, Andraea D. Carlson
Retaining & Sustaining Women Through Leadership Development	Ellen Ostrow, Ph.D., Natalie Loeb
Strategic Brand Development for Lawyers	Ann Jenrette-Thomas
Teaching Attorneys the Business of Law	Kelli Dunaway, Rebecca Holdredge
The Art of Collaboration: Building Powerful Partnerships	Stewart Levine
The Brain Drain: Why Do Diverse Attorneys Leave, Where Do They Go & Why Is It Better?	Tamesha Keel, Audrey S. Moore, Cassandre Stump, Laura Rees Acosta
The Gamification of Learning: Online Learning Games for Lawyers. Seriously.	Steve Gluckman
The Many Faces of Talent Management – How to Succeed as a Multi-Role Talent Manager	Paul Burton, Kay Nash, Don Smith, Sang Lee
The Mindful Poker Face: Create Luck by Reading Others and Knowing Yourself	Greg Dinkin
The Power of a Coaching Approach: Why Sound Advice and Mentoring May Be Falling Short For Many of Your Attorneys	Diane Costigan, Donna Branca, Sheri Zachary
The Psychologically Successful Lawyer: 5 Critical Factors	Larry Richard

Understanding the Client – The Foundation for Building Effective Business Development and Client Service Programs	Rod Boddie, Valeria Bailey, Ceil O'Connor, Geoff Frost
You Have to Collaborate to Innovate	Michele Bendekovic, Sandee Magliozzi

In addition, our section submitted the following articles for the NALP Bulletin, all of which were accepted for publication.

Topic	Author	Description
Introducing law students to the performance expectations of today's law firm.	Werten Bellamy, Jennifer Henfey and Sheri Zachary	Joint article from a consultant, law school and law firm professional focusing on the unspoken expectations that go with working in a firm (and what schools can do to help prepare law students).
Self-Awareness: An Unexamined Key to Top Performance	Werten Bellamy wbellamy@mystakeholder.com	It is impossible to sustain top performance without developing high levels of self-awareness – the ability to be an objective observer of yourself. Self-Awareness is a ‘meta-competency’ – a vital precursor to many of the attributes widely associated with top performance. In this article, I will identify the many ways that self-awareness contributes to associate performance and argue that that self-awareness requires closer examination and deliberate training.
Secondments	Kelli Dunaway & Kelly Green	Secondments are increasingly prevalent at different levels of an

		attorney's career. Kelli Dunaway and Kelly Green explore different experiences with having outside attorneys go inside the world of their clients.
Leveraging your differences	Sheri Zachary and Veronica Cool veronica@CoolAssociatesLLC.com	This article would address the practical strategies for working across differences (and how this is not just a diversity issue but a PD issue).
Understanding the Client – The Foundation for Building Effective Business Development and Client Service Programs	Rod Boddier rboddie@thewickfordgroup.com and Ceil O'Connor ceil9288@gmail.com	This article will discuss how PD professionals can build business development programs and client-facing initiatives that enhance client relationships.
Strategic Brand Development	Ann Jenrette-Thomas - ann@esquirecoaching.com	This article will discuss the essential elements of building a strong brand including Rapport, Output, and Communication in order to build the Know, Like, and Trust factor essential to developing a strong brand.
Book Reviews & Author's Corner	Kara Dodson & Devon Doane	Find out what recent publications are worth the read and can add value to your PD and Recruiting programs. Author interviews for select texts will provide added insight into current topics in the legal community.

E. Membership/Development

We had our first section call on June 16, 2015 at 1 pm EST. We had a productive call but we plan to email all section members to increase participation for our next section call, which is planned for September 24, 2015.

During our section call, we discussed the importance of continued understanding of NALP Connect to ensure that all members and potential members are receiving important information.

We have challenged our section leaders to recruit a minimum of 3 new members to our section by December 31, 2015.

III. Section Goals for the year:

It is my goal to continue the strong presence of our section in the NALP community. I plan to do this by supporting the current members with professional development resources and opportunities. With the vice chairs, I plan to examine ways to increase collaboration among our section members and to encourage new members to participate.

I am honored to serve as the Lawyer PD section chair and I appreciate the opportunity to contribute to NALP in this meaningful way.

Kara Dodson