

LAWYER PD SECTION

Co-Chair: Carole Deeter
Co-Chair: Chelsey Parrott-Sheffer

The Lawyer PD section is off to a strong start this year, with many folks raising their hands to lead our various work groups. We are new as co-chairs of the Lawyer PD Section and are excited for the energy and dynamic ideas that have been raised so far by our work group leads. We are enjoying partnering with Dana Gray as our liaison to the board.

Below are notes that summarize our meeting in Vancouver in April and the focus of each of our work groups that we gathered as part of a section vice-chair meeting on June 7th and a full section meeting with all of our membership held on June 21st.

VANCOUVER MEETING

At our first section meeting of the year in Vancouver, we spent time introducing ourselves to the group and asking section members to share with us their pain points. We asked the same on our recent June section call, and the list we heard is below:

- Random acts of training
- Engagement with Training and Professional Development
- Evaluation software and systems
- Getting PD in the room/a seat at the table
- Integration, retention
- Partner ownership of training
- Transparency on path to partnership for associates
- Giving and receiving feedback
- Workload management, delegation, distribution
- Coaching
- Mid-level associates taking ownership of their careers

We further discussed a strong need to have a reference list/consultant library of information for PD professionals, as well as performance evaluation best practices we can point to when we are suggesting such best practices within our organizations. We also talked about having better mentoring for those of us in the section and discussed using mentoring circles or facilitated discussions to promote learning and connection.

REPORTS FROM OUR WORK GROUPS

Note that all of our section vice-chairs asked for volunteer assistance from our membership to help move their various projects forward.

Education Work Group: Annual Education Conference / PDI / Bulletin+ Article Planning (led by Anna Hanzelka and Rochelle Weiner)

This group has just finished the RFP process and sourcing a full slate of NALP+ Bulletin articles for this year. In our section meeting they shared they are still working through some article ideas and would welcome further collaboration from group members who have ideas.

They plan to meet with Mary Beal to talk about webinar options for our section to host this year. Coming off of PDI Planning gave them several ideas for educational opportunities. One of the plenaries for PDI 2023 will likely be on generative AI & the Delta Model. We are considering an open forum call on AI/The Delta Model to collect information and feedback from members to share with the presenters so that they can be responsive to the membership’s needs.

Below is a list of the NALP Bulletin+ submissions they have gathered:

- ARTICLES and COLUMNS** are “nuts and bolts” pieces that are 500-750 words in length. Please feel free to propose UP TO FIVE (5) articles with author names and indicate at least two preferred months for publication (note that final selection of month will depend on space considerations).

Author(s) Name, Email	Tentative Topic	Preferred Issue Months
Shannon Burke	What Is Coaching?	
Susanne Aronowitz, Sarah Hadjimarkos, Diana Mercer	Working in a different district from your employer	
Nicole Llorenz	Performance Coaching for First Year Associates	
Lana Manganiello	Six Foundational Skills Necessary for Attorney Success at Every Stage of Practice	
Michelle Rodriguez	TBD	
Tracy Lalonde	Workforce Engagement	
Christine Szydowski	What's Your Employee Value Proposition - What it is and why it matters; Hint: It's not about the salary!	

- FEATURE ARTICLES** run up to 1,000 words in length. Please feel free to propose UP TO THREE (3) feature articles with author names and indicate at least two preferred months for publication (note that final selection of month will depend on space considerations).

Author(s) Name, Email	Tentative Topic	Preferred Issue Months
Christine Szydowski	How to Build a Leadership Culture that Attracts and Retains Top Talent i the Legal Industry	

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

This group is working on an article with advice for students or lawyers who want to work in a new location outside of their current employer’s footprint. Last year they developed a curriculum on teaching the business of law to associates, summer associates, etc. and how different organizations make money since the business side and salary schemes really vary from

different organizations. They've developed an outline and have been promoting it to different law schools to see if they want to offer it to their students this fall. They might later share feedback with the NALP community on how to run this curriculum at their school.

During our meeting, Carole mentioned there are a lot of upcoming conference proposals related to helping First Generation professionals transition to law firm practice. This is a hot topic / pain point for a lot of firms right now, and it's a good opportunity for collaboration between the two sections.

Best Practices in Lawyer PD/PD For the PD Professional (Jessica Jacobs)

Jessica is interested in preparing a cohesive and clear resource for section members to share their recommendations and feedback on the various trainers, coaches, and consultants we hire. Our only way to source these recommendations currently is to send out a NALP Connect message or search for old chains, and this would bring order and efficiency to this practice.

Kelly Ryan noted during our meeting that she keeps a running list of such providers and believes this will be a good way for Knowledge Management to collaborate with Best Practices. Jessica welcomes other section members who want to help with this project.

Member Relations & Membership Development (Heather DiFranco)

Heather welcomes new people when they join our section and educates them about ways to get involved and help the section. She is charged with thinking about how to encourage members of other sections to join us as well as having good relationships with PDC membership. She looks forward to sharing information on the work group with new members.

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

Internal career coaching has exploded recently at different firms. The first project for this work group is to gather information from law firms about the responsibilities of their internal coaches, how the groups are formed, how firms view coaching, etc. They will gather this into a report to send back to NALP.

They also want to think more about offering coaching to alumni of firms.

Knowledge Management and Resource Implementation (Kelly Ryan and Shannon Burke,)

NALP's Knowledge Management Task Force oversees these efforts for NALP as a whole. Kelly and Shannon will be helping to collate and collect all of the different resources related to Professional Development in NALP to make them easier to access on the website.

DEI Liaison (Doug Ebeling)

Courtney Carter is the NALP Vice President for Diversity, Equity & Inclusion. Doug serves on her cabinet and is our section's liaison. One focus for this year is to provide more education and fluency on DEI for people who shepherd programs at conferences.

Well-Being Champion (Pascale Bishop, Ice Miller, Chicago)

Pascale will work with the Well-Being Steering Committee and with the section. She would also like to help us include wellness in each of our section's quarterly meetings.

Communications, Social Media & Marketing (Hollis Alpert)

Unable to attend, so we await an update.

FULL SECTION MEETING

June 21, 2023

Kori Carew of Bridge 68 LLC spoke briefly to offer us tips on collaboration between Professional Development and Diversity, Equity, and Inclusion.

She noted that many organizations are struggling in this area. We tend to think of DEI as only coming up when we're talking about people from historically underrepresented groups. If there's a person struggling, then we say DEI. Kori said we forget that whenever we have two people together, diversity is always in the room. Diversity might mean different thinking and communication styles, socioeconomic backgrounds, etc. Diversity is always at play. DEI seeks to enhance the things people bring to the table, but we need to do it in such a way that everyone succeeds and thrives. Therefore, PD should work hand in hand with DEI. If PD wants to go business development training with associates, DEI should play a part. How do you do a training that is effective without understanding how cultural differences, gender, gender identity, etc. affect how someone does business development? How do you give tips on giving effective feedback without understanding the culture people grew up in? How do you have a work allocation system that is free market without understanding that people from different cultures or backgrounds can't all thrive in that system where they must go knock on a partner's door.

Every piece of Talent (Recruiting, PD, HR) should be working well with DEI across the firm to make sure we are helping everyone succeed. For onboarding – use DEI folks as strategic consultants to help you think about making integration efforts helpful for everyone. Bring DEI to the table to talk about retention and advancement. Almost always, whatever we find is applicable to everyone; those from marginalized groups are often just impacted more. People in the majority are also facing these issues, the issues are often just clearer for people of color. A free market work system, for instance, can be difficult for first generation professionals or people from blue collar backgrounds too, not just for people of color.

DEI can also help PD think about transparency around making partner. Some people have good mentors who look like them who are giving them helpful information that not everyone is getting.

PD and DEI should start having standing meetings to talk about the projects we are both working on and how we can leverage one another. At the end of the day, we are supporting the same group of people. We can't think of DEI as only being there for people of color, LGBTQ+ attorneys, etc.

NEXT SECTION MEETING

At our next section meeting to be held in September, we have asked Erica Ghoulson of Quarles & Brady to speak about a new feedback system at their firm called The Loop.