

MEMORANDUM

To: Lynne Traverse
Board Liaison, Lawyer Professional Development Section

From: Michele Bendekovic
Lawyer Professional Development Chair

Date: June 29, 2009

Re: Lawyer Professional Development Section Board Report

This memo summarizes the activities of the Lawyer Professional Development Section for the period April through June, 2009.

RFP Submissions for the 2010 Annual Education Conference

The Section put forth 12 RFP's for consideration by the Annual Conference Planning Committee. A detailed list of topics and speakers is outlined below. RFP's were coordinated in a team effort by Kelly Mixon, Kay Nash, Liz Tingey and myself.

RFP Submission	Speaker(s)
Associate Training at the Crossroads: Two Cutting Edge Programs	Ida Abbott, Meg Holman, Deirdre Mullen
Competency-Based Compensation - Moving Away From Lockstep	Sue Manch, Eileen Billinson, Terri Mottershead, Laura Saklad
Effective Stress Management for Recruiting & Professional Development Professionals	Diane Costigan
Emotional Intelligence in Law Firms: Why it's Important and How to Develop It	Lori Berman, Heather Bock, Connie Schroyer
Engaging Hearts and Minds to Teach Soft but Tough Skills	Heather Bock, Lori Berman
How to Reinvigorate Your Core Training for Associates	Elizabeth Tingey, Jennifer Cook Johnson
Knowledge is Power: Using Recruiting and Professional Development Data to Raise Your Profile at the Firm	Jennifer Queen, Irena McGrath, Mary Beal, Kay Nash

Lessons Learned from the Economic Downturn	Diane Costigan, Marcia Shannon
Ménage a Trois (It's Not What You're Thinking!) Partnering Together to Make a Successful Lawyer	Michele Bendekovic, Donna Nolan, Gwen Tolbert
The Business Case for Training in Law Firms	Suzanne Hill Patrick, Racquel Keller
The Other Side of the Desk: Making the Switch from Practicing Lawyer to Law Firm/School Administrator	Molly Peckman
Why a Two Page Resume is OK and How It Can Help You Hire Better Talent	Diane Costigan, Marcia Shannon

The Section also submitted 2 RFPs to be considered for December's PDI - Assessing Associate Attrition and Retention Beyond the Numbers with Tammy Patterson and Kelly Mixon as the presenters and Leading Change with Richard Pearson and Karen MacKay as the presenters.

Bulletin Articles

The Section has submitted 4 articles for upcoming issues of the *Bulletin*. All four submissions have been approved by Janet Smith and are outlined below.

- Jeanne Picht – *Best of LDI* – September 2009 issue
- David Diamond - summary article on the activities of the collaboration of the Law School and the Law Firm PD Sections, identify best practices and how collaboration between law firms and law schools can effect professional development – September 2009 issue
- Meg Reuter – article on The Carnegie Report and how law schools are coming to terms with it – October 2009 issue
- Sandee Magliozzi and Michele Bendekovic – article on leadership, developing the next generation of leaders starting with programs in law schools and then continuing leadership development in law firms – November 2009 issue

Work Groups

The Section has updated information on a work group that was formed under the direction of Kay Nash, former Chair of the Section. The PD Staffing Model Work Group created organizational models that describe the structure of various PD departments based on firm size. The results of their work can now be found on NALP's website. This work group was chaired by Liz Tingey and the members consisted of Jennifer Aleman, Dyana Pinkerton Barninger, Colleen O'Hara, Maddy Kershek and Regina Goldis.

The Section currently has 4 works groups and a summary for each group is provided below.

Lawyer Professional Development Best Practices Work Group

Chair – Jeanne Picht

Jeanne is preparing an article to highlight the best practices and other information related to this year's LDI program – Developing Superior Law Firm Leaders. Jeanne's article will appear in the September 2009 issue of the *Bulletin*.

Webinar Work Group

Chair – Kay Nash

Work Group Members – Kelly Mixon, Lianne Caster, Suzanne Patrick and Liz Tingey

This work group has met and discussed the budgetary concerns. The work group is now focusing in more of a content development mode by developing ideas for future webinars that would be of interest to NALP's membership. It is the goal of this work group to produce a list of webinar topics and potential speakers and to work with the NALP office (specifically Claudia Rizzo) to possibly have the webinar ideas included in the 2010 NALP budget.

Lawyer/Law Student Professional Development Collaboration Work Group

Chair – David Diamond

Co-Chair – Sandee Magliozzi

Work Group Members – Jessica Pfeiffer, Meg Reuter and Gillian Murray

At our most recent conference call, volunteers were solicited for this work group and the 3 members listed above joined the work group. This work group will work in collaboration with the Law Student Professional Development Section to use the findings of the PD survey completed in 2008-2009 to develop a series of *Bulletin* articles on "bridge the gap" issues. This group will also identify best practices and how collaboration between law firms and law schools can effect professional development.

Listserv Work Group

Unfortunately I had to replace the chair for this work group. I am aggressively looking for volunteer(s) to chair this work group. A call for volunteer(s) went out at our most recent conference call.

Environmental Scanning

The Section held its most recent conference call on June 19, 2009. The agenda of our call focused on an RFP update, ideas for article submissions and a brief discussion regarding our work groups. Our next conference call is set for October 9, 2009.

A few topics were discussed at our call dealing with the current trends in our marketplace. One topic discussed dealt with the start date deferrals for new associates. Our law school members commented on the level of uncertainty among their students regarding the impact of these deferrals and that it seems like the firms have not thought out all the details.

A possible long range strategic planning goal was talked about regarding the deferrals. It was mentioned that there is a lack of resources available to our section members, who are often the ones tasked with preparing agreements/documentation for those associates being deferred. It was suggested that the Board consider how NALP can help its members with examples or forms for these documents. The Section is not sure how this can be done or if this is even feasible. Perhaps a database of forms or future programming that would provide guidance. Because it was a concern of the Section, we wanted to bring it to the attention of the Board.

Another topic of discussion dealt with investment in training during this down turn. Firms are being very responsible with costs and budgets and we are seeing a decline in the use of consultants, favoring our own internal experts to deliver training. Attention is being paid to business development training and firms seem more inclined to put their resources in this area. Firms are maximizing the use of internal CLE programs so attorneys do not have to incur travel costs. Firms are also partnering with outside providers such as Lexis to put on free internal CLEs.

Please let me know if you have any questions or need additional information regarding any of the above items.

Cc: Fred Thrasher, NALP Deputy Director