

## **Small & Mid-Sized Law Firm Interest Group March 2025 Quarterly Update to NALP Board**

Jennifer Lucas-Ross and Sheryl Roberts, Co-Chairs

The Small & Mid-Sized Law Firm Interest Group is a group, newly formed in December 2024, developed through shared interests and experiences of professionals who work at small and mid-sized law firms and who often hold responsibility for multiple law firm functions, such as recruiting, professional development, DEI and wellness initiatives. Because many law firm professionals in small to mid-size firms wear multiple hats and work in several departments in their firms, we sought to create a combined Interest Group that would allow us to more easily and formally coordinate a schedule of webinars and meetings, identify shared objectives, and collaborate to bring opportunities and resources to our small to mid-sized law firm NALP members across their various roles.

### **Interest Group Structure:**

The current structure of our Interest Group includes two co-Chairs (Sheryl Roberts and Jennifer Lucas-Ross) leading the development of initiatives with Working Group Chairs housed under the Lawyer Professional Development Section (currently Jennifer Lucas-Ross and Rob De Toni), the Recruiting Section and the Diversity, Equity & Inclusion Section (both currently Sheryl Roberts) that also report into our Interest Group and serve as Working Group members.

### **Initial Organizing:**

Shortly after receiving approval from the NALP Board to move forward with this Interest Group, the co-Chairs announced the existence of the Interest Group to Section leaders in the Lawyer Professional Development, Recruiting, and the Diversity, Equity & Inclusion Sections. Lisa Quirk created a community on NALP Connect, and we encouraged interested professionals to join the community. The community currently has 51 members.

On January 21, 2025, we held our first planning meeting with 18 professionals who have been a core group of small & mid-sized law firm professionals supporting the work of the prior working groups. The planning meeting was an opportunity to introduce the new Interest Group, discuss programming ideas, and discuss goals for the coming year.

### **First Full Program Event**

On March 3, 2025, the Small & Mid-Sized Working Group held its first full program event on the topic of “Time Well Spent: Managing Your Day with Limited Resources and Maximum Impact.” Approximately 20 people were in attendance. Participants discussed time management and prioritization, and shared best practices for managing multiple responsibilities with limited resources. As a result of this discussion, we are creating a document of tips and tricks to be shared on our discussion board.

### **Next Interest Group Planning Meeting**

We have scheduled a section meeting at the NALP AEC in Cleveland. Our section will be meeting on Thursday, April 10<sup>th</sup> at 1:00 p.m. We began promoting this meeting during the March 3<sup>rd</sup> roundtable. We will advertise the meeting on NALP Connect.

### **2025-2026 Leadership Recommendations**

As we move into the upcoming year and because this Interest Group is recently formed, Sheryl Roberts and Jennifer Lucas-Ross would like to remain co-Chairs of the Small & Mid-Sized Law Firm Interest Group. We recommend the following individuals as Chairs/co-Chairs for the Working Groups:

- Lawyer Professional Development: Rob De Toni and/or Shannon DeGennaro
- Recruiting: Alexis Fox and/or Shannon DeGennaro
- Diversity, Equity & Inclusion: ??
- Well-Being Section: ??

### **Interest Group Member Articles and Presentations**

Since our Interest Group is newly formed, there have not yet been any recent articles written on behalf of this Group, but various members wrote articles or served on conference panels as part of their Working Groups under the Lawyer PD and Recruiting sections:

- “Lean and Effective: Mastering PD Success with Limited Resources,” Shannon DeGennaro, Co-Presenter (PDI, December 2024)
- *The Creative Professional: Using the Artist Within to Transform Organizations*, Jennifer Lucas-Ross (NALP Bulletin, January 2025)
- *What Do You Communicate When Law Firms Are Stressful Places?*, Rob De Toni (NALP Bulletin, January 2025)
- “From Awareness to Action: Enhancing Accessibility in Legal Education and Practice,” Sheryl Roberts, Co-Presenter (AEC, April 2025)

We will continue the trend of information sharing, education, and leadership as members of the Small & Mid-Sized Law Firm Interest Group over the coming year.