

Call for Nominations – Words of Wisdom

By Beth Moeller and Kisha Nunez

Now that NALP's annual nomination process is open, we hope that you will nominate yourself and your colleagues. As you're thinking about throwing your hat in the ring and deciding who else you might want to nominate, we thought it would be helpful for you to hear from a few NALP colleagues who have held some of these leadership positions.

Michelle Jackson, the Director of Diversity Education & Outreach at Northwestern Pritzker School of Law, had her first entree into NALP when she was elected to the Regional Resource Council (RRC). Michelle's role as a Regional Representative really kicked things off for her involvement in NALP. She truly enjoyed the opportunity to be a liaison between NALP and her regional members. In addition to closely collaborating with other NALP members, the position helped her in her daily work and increased her expertise. "NALP is the only organization I belong to that I get information from that makes me better at my job every day. It increases my knowledge of the industry."

After being part of the RRC for two years, Michelle worked on the NALP Long-Range Strategic Planning team and was then slated to the NALP Board after which she has continued her involvement in other ways. As a Board member, Michelle said that her love of NALP continued to grow as she was able to increase her skillset, including reading and analyzing financial statements and budgets and thoughtfully discussing and debating issues important to our industry.

Michelle said that thanks to NALP, she is more confident as a professional. Each of her positions has given her additional insight into our profession and industry. Her work as a Regional Representative and then as a Board member has helped her interact more effectively with colleagues at her school and gain skills as a manager. She thinks that anyone who has a love of NALP, is a good listener and wants to expand their skillset should definitely think about throwing their hat in the ring for RRC, the Board and any other open positions.

Stacey Kielbasa is the Director of Talent Development, Diversity, and Human Resources at Chapman and Cutler LLP. After being nominated a number of times for several NALP leadership roles but not being selected, Stacey was excited and pleasantly surprised when she was slated as a Director and again shortly thereafter when she was slated as President-Elect in 2012. Because she had city group experience to draw on, Stacey didn't feel that not being slated in the past was a referendum on her abilities. Instead, that experience showed her that if you continue to be engaged in the work of NALP (through sections or committees) and do a good job people will notice and that can lead to other leadership roles.

In Stacey's opinion, an effective President-Elect should be an excellent communicator, a consensus builder, and a good strategic thinker. Through the course of our

conversation, time management was a skill that kept coming up. When asked how she managed the demands of her job, family and NALP, Stacey cited delegation of some NALP responsibilities to other members of the board executive committee and having an amazing support network at work and home.

She went on further to say there is a myth that NALP service is best done when your kids are older, but in her experience serving while her kids were younger was easier, as they were not in as many organized activities and Facetime was an often-used tool for bedtime while away. Another resource was the dependent care stipend NALP sets aside for board members which was useful when coordinating the logistics of bringing her daughters to the occasional meeting. Having the opportunity to do that was also a great way for her to expose her girls to the many accomplished professional women in the organization.

In the end, Stacey's NALP service provided her with a great experience, deep industry contacts and lifelong friends that she wouldn't have cultivated otherwise. And like Michelle, it provided her with a confidence-building experience, lots of opportunities for growth and increased credibility at work.

According to Kristine McKinney, Chief Professional Development Officer at Fish & Richardson and NALP's current Vice President for Member Services and Education, having the ability to juggle priorities, passion for NALP, flexibility and creativity in managing the RRC and the ability to lead virtually are some of the skills necessary for the person who will succeed her in that role. Kristine believes that it is through her NALP leadership service that her own skills

as a leader were affirmed because NALP is a space where legal and law school administrators can shine.

Like Stacey, it took several tries before Kristine was slated for board service. By that time, though, her volunteer work with various committees and sections was well known. She also managed her time with many responsibilities by adjusting her activities during the busier periods, setting aside time each day for NALP work, and working while traveling. Having the support of her team and family were also important factors for her to get the job done.

In addition to growing her network and improving her leadership skills, Kristine has been able to get a better understanding of the procedures and issues that her school-side colleagues encounter. To those thinking about moving forward with a nomination, Kristine says that "it's never a good time, so you should just do it." She also offers that you are never alone in this work, the NALP staff is amazing, walking you through all the details and offering lots of resources, so they make it work.

Keeping these words of wisdom in mind, we encourage you to go forward and nominate yourself and others for the open positions noted on the next page. Test your NALP leadership style by taking the NALP Leadership Mojo Quiz at <https://www.qzrz.com/c/quiz/451694/what-s-your-nalp-leadership-mojo-2017le5>.

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Open Positions

- 2018-2019 President-Elect
- 2018-2020 Vice President for Membership Services & Education
- 2018-2020 Directors (4 positions: 2 schools, 2 employers)
- 2018-2019 Nominating Committee members (11 positions: an employer and school representative from each general region; and one from Canada)
- 2018-2020 Regional Representatives (10 positions: an employer and a school representative from each general region)
- 2018-2019 Regional Representative – Canada (1 position: an employer or a school representative)
- 2018-2019 Conference Planning Coordinators (5 positions: West/Rocky Mountain Employer, Midwest School, Southeast Employer, Mid-Atlantic Employer, Northeast School)

To learn more about the responsibilities of these roles, visit www.nalp.org/nominating.

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