



6 Lateral
1 Lawyer
0 Recruiting
2 Summit

CHICAGO

JUNE 10, 2016
MID-AMERICA CLUB
#NALPLLRs

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Lateral Lawyer Recruiting Summit

Friday, June 10, 2016

Mid-America Club
Chicago, IL

#NalpLLRS

NALP's first ever Lateral Lawyer Recruiting Summit will be held on June 10, 2016, at the Mid-America Club in Chicago. This one-day conference will bring together law firm recruiters from around the country to learn more about the exploding lateral hiring market for both associates and partners. Topics will include working effectively with search firms, best practices in lateral hiring and integration, hiring diverse lateral candidates, and more.

For those seeking a new way of hiring laterals, we will have a session on alternative sourcing models that will provide real-life examples of how to conduct lateral searches on your own, without the support and costs of a search firm. We will also explore alternative staffing models to help plug the gap when the mid-level candidate your firm is seeking is completely elusive.

Search firms are an important part of the lateral hiring process, and our sessions will involve a variety of search firm consultants from around the country. Their opinions on how best to work effectively together, how to manage due diligence, how to be sure your firm's lateral search is a priority, and how to brand your firm and your search successfully will offer valuable insight to help you refine your firm's process. As an added benefit, this conference will feature a small exhibit area of search firm representatives who are financial sponsors of this Summit. They will be on hand to discuss lateral hiring issues with attendees.

The mission of the Summit is to help move your lateral hiring processes from good to great. Seasoned lateral recruiting professionals and industry experts will offer practical tips and information to take back to your firm to implement right away. This conference is one you cannot afford to miss!

NALP employer members consistently note that lateral hiring frustrations are among their most vexing professional challenges. Lateral recruiting can be a difficult process to manage, especially when juggling multiple searches and hiring many different lawyers simultaneously. Difficult lateral partner searches and failed searches for hard-to-find mid-level associates in specialized practice areas often top the list of problems without answers for NALP members with responsibility for lateral recruiting. You will find support and helpful strategies for tackling these issues at the NALP Lateral Lawyer Recruiting Summit.

In addition to informative sessions, we will offer time to network with your peers and with search firm organizations. Much of our most valuable learning at conferences comes from our peers, and this promises to be especially true for the Summit, which will include a networking breakfast and lunch, as well as a cocktail reception the night before.

Space will be limited, so be sure to register early!

About NALP

NALP is an association of over 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond. NALP believes in fairness, facts, and the power of a diverse community. We work every day to be the best career services, recruitment, and professional development organization in the world because we want the lawyers and law students we serve to have an ethical recruiting system, employment data they can trust, and expert advisers to guide and support them in every stage of their careers.

Program Schedule

Thursday, June 9

Welcome & Networking Reception

6:00 – 7:30 pm

Winston & Strawn LLP
35 West Wacker Drive

Sponsored by SJL Attorney Search



Friday, June 10

Mid-America Club
200 East Randolph Drive, 80th Floor

Registration and Breakfast

8:00 – 9:00 am

General Session

8:45 – 10:00 am

Lawyers on the Move: The Rise (and Potential Downfall) of Lateral Partner Recruitment

Surveys exploring the success of lateral partner movement come and go, but the idea of lateral partner recruitment as a growth strategy is here to stay. Media outlets report that approximately one out of every 20 to 25 partners in the Am Law 200 switched firms in 2014 and project even more movement once statistics are collected for 2015 and beyond. What's prompting lateral partners to make moves? And do the law firms that are hiring them have well-developed strategies to support the hires economically and culturally? What is the relationship between lateral partner movement and lateral associate movement? This session will examine the imperatives of strategy, thoughtfulness, and execution that should underlie every lateral partner recruitment process in order to avoid hiring lateral partners who overpromise, under-deliver and weaken your firm's platform. Speakers will discuss best practices in lateral recruitment, explore the implications of a changing entry-level market on lateral associate and partner recruitment, and offer glimpses into the future of a legal recruitment market that advances alongside increasingly sophisticated technology.

Howard Flack, Partner, Hogan Lovells US LLP

Noah Heller, Chief Executive Officer, Katten Muchin Rosenman LLP

Sang J. Lee, Chief Executive Officer, SJL Shannon, LLC | Legal Talent Management

Concurrent Sessions

10:15 am – 11:30 am

Alternative Sourcing Models: Utilizing New Technology to Hire Lateral Lawyers

We've all been approached by a partner who asks us to find that needle in a haystack — the mid-level transactional associate with five years of experience. Or maybe you've been tasked with identifying all of the lateral partner prospects in a particular practice area or city. In addition to reaching out to your search firm contacts and surveying peer firm websites, consider some creative alternatives. This session will explore innovative ways that technology and online databases can help you recruit the right candidates while saving your firm money, saving you and your team time, and making yourself even more indispensable to your firm.

Jennifer Bennett, Director of Lateral Partner Recruiting, Drinker Biddle & Reath LLP

Laura Leopard, Founder and CEO, Leopard Solutions

Ousman Jobe, Strategic Partnerships Manager, LinkedIn

Natalie Quinn, Associate Recruitment Manager, Fox Rothschild LLP

Attracting and Retaining Diverse Lateral Candidates

This session will explore the current and future expectations of Fortune 500 General Counsel regarding the critical importance of diversity on client legal teams. We will focus on the economics that are the drivers for increased diversity. In addition, the session will cover the changing demographics of diversity in law schools and the legal profession, how and why some firms have attracted and retained more diverse candidates than others, and how firms can improve their performance in this area. Come learn how your firm can do a better job of attracting and retaining diverse candidates of all sorts!

Alfreda Bradley, GE Chief Commercial Counsel

Joseph McCoy, Managing Partner, Bryan Cave, Chicago office

Merle Vaughn, Managing Director and Law Firm Diversity Practice Leader, Major Lindsey & Africa

Paul Williams, Partner, Major Lindsey & Africa

Concurrent Sessions

11:45 am – 1:00 pm

How to Become a Lie Detector during Lateral Partner Due Diligence

Has your firm ever considered a lateral partner who represents that he or she has a healthy, portable book of business and relevant industry experience, yet something didn't seem quite right? Partners are trained

Program Schedule

to be professional advocates, persuaders, and storytellers for their clients. But during the due diligence process for a potential significant lateral hire, nobody appreciates a beautifully woven story if it doesn't add up. This program will reveal the ways that lateral partners skillfully spin — or sometimes omit — information that is relevant to your due diligence and hiring decision. You will leave this session with effective techniques to spot the warning signs, obtain the information you require in an efficient manner, and better calibrate your firm's internal detection systems based on past experiences. Learn how to tweak your LPQ to catch possible omissions and much more!

Dan Binstock, Partner and Co-Chair of Partner and Practice Group Division, Garrison & Sisson

Shannon Davis, Director of Legal Recruiting, Mintz, Levin, Cohn, Ferris, Glovsky and Popeo P.C.

Amy McCormack, Founder and Co-President, McCormack Schreiber

From Good to Great: Taking Your Lateral Associate Recruiting Process to the Next Level

The lateral attorney market is fierce. Inefficiencies in your recruiting process can impact your ability to snatch up good candidates and put time-consuming searches to bed! In this session, hear from a consultant and seasoned recruiters on how to manage an efficient lateral recruitment process. From crafting effective job descriptions to preparing for interviews, making the offer, and closing the deal, it takes discipline, strategy, and structure. Don't let good be the enemy of great — accelerate and elevate your process starting now!

Irena McGrath, Chief Associate Recruitment Officer, Hogan Lovells US LLP

Jennifer Queen, Principal, J. Queen Consulting

Networking Lunch

1:00 – 2:00 pm

General Session

2:00 – 3:15 pm

How to Get Search Firms to “Actually” Work on Your Firm’s Lateral Searches

Ever feel like your lateral search is getting lost in the shuffle? This program will consider ways that law firms can distinguish themselves in the marketplace when conducting lateral partner and associate searches and how firms can best align themselves with search agencies. We will consider specific tactics to maximize collaboration, cooperation, and teamwork between law firms and search firms. We will address the aspects of getting a candidate interested and engaged in your law firm by exploring how the most effective law firms brand their opportunities

in the marketplace. Learn the secrets of how search firms decide which firms and searches are worth their time and effort, and find out the best way to build a lasting relationship between the firm and the search agency.

Ari A. Katz, Chief Recruiting Officer, Womble Carlyle

Erin Springer, Director of Attorney Hiring, Alston & Bird

Whitney Worthington, Executive Senior Partner, Lucas Group

Concurrent Sessions

3:30 – 4:45 pm

Being Creative with Attorney Staffing Models

In this age of creative cost cutting, evolving hiring solutions, and very competitive lateral markets, you should take some comfort in knowing that you have options. This session will explore the different ways that alternative attorney staffing models are providing sensible business solutions for firms. Participants will gain an understanding of how to employ these staffing models to meet partner and client demands, get firm leadership buy-in, and market these positions to prospective candidates. Further, we will discuss best practices in building an alternative staffing program from the ground up.

Nicole Donnelly, Partner, SJL Attorney Search

Lindsay Essi, Senior Manager, Attorney Recruiting, Axiom

Lisa McLafferty, Director of Attorney Relations, Winston & Strawn LLP

Executing a Team Approach to Recruiting and Integrating Laterals

This session will explore innovative strategies for strategically identifying, recruiting, and integrating laterals. The panelists will discuss how engagement from different departments in a firm is critical in the hiring and integration process. You will hear from panelists who come from different professional backgrounds, including management, business development, marketing, and recruiting, who will discuss best practices and share perspectives on how to successfully grow a law firm, integrate new groups of lawyers, and cross-sell their clients.

Deborah Cusumano Caldwell, Director of Attorney Resources & Recruitment, Winston & Strawn LLP

Melissa Ertek, Chief Development Officer, Winston & Strawn LLP

Anny Tavit, Recruiting Manager, Holland & Knight LLP

Meeting Adjourns

4:45 pm

Registration and Location Information

Fees

\$450 / person for NALP members.

This event is for NALP Members only. Space is limited, so register early!

Cancellation Policy

- Full refund for cancellations received by May 10 minus a \$100 fee.
- 50% refund for cancellations received May 11 – 17.
- No refunds after May 18.

Conference Site

The reception on June 9, from 6:00 – 7:30 pm, will be at:

Winston & Strawn LLP
35 West Wacker Drive, Chicago, IL

All programming on June 10 will be at:

The Mid-America Club
200 East Randolph Drive, 80th Floor, Chicago, IL

Conference Hotel

Rooms can be reserved at the Fairmont Chicago, Millennium Park at the special rate of \$245 (plus 16.4% taxes).

Fairmont Chicago
200 N. Columbus Drive, Chicago, IL 60601
312-565-8000

Hotel Reservation Procedure

After completing your conference registration, a confirmation email will be sent to the email address specified in your registration. Attendees will make their hotel reservations directly through the hotel with a link provided in the confirmation email. Hotel reservation confirmations will be sent directly from the hotel.

Travel Discount

Professional Service Firm Travel, LLC (PSFT) is the official travel service for this event.

Professional Service Firm Travel, LLC
475 Park Avenue South, 34th Floor, New York, NY 10016
Phone: 212-592-1370 or 1-888-773-8728
E-mail: jduberry@psftravel.com or lmelendez@psftravel.com
www.psftravel.com

PSFT reservation hours are Monday – Friday, 8:30 am – 6:00 pm Eastern Time. Make your reservations by calling 1-888-773-8728 and asking for Jacqueline or Lissette (please identify yourself as attending a NALP conference). A \$35 transaction fee will be applied to all tickets purchased.

Thank you to our
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