

ALFDP First Quarter Report 2015

ALFDP began the new year with a renewed focus on member professional development. The Training and Development Committee has devised several webinar topics for 2015, beginning with "Getting Others on Board: Tools for Growing your Influence & Winning Support" in February, presented by Professor Jennifer Overbeck, PhD. Dr. Overbeck is a professor at Melbourne Business School who has completed significant research on diversity initiatives and change management. She outlined a programmatic and strategic approach to diversity and change management initiatives that she asserts is more successful. Feedback from members was overwhelmingly positive and I would recommend considering whether we should reach out to her for a NALP webinar.

Other webinar topics include:

- Law firm retreats
- Diversity successes and challenges
- Collaborating with clients
- Diversity communications
- Diversity metrics
- Diversity initiatives involving people with disabilities and veterans.

Additionally, the ALFDP Advisory Call Program will continue in 2015. The program is designed to offer "office hours" on a quarterly basis for newer professionals or anyone with questions about an unfamiliar area of diversity and inclusion. Each quarterly call will be hosted by experienced diversity professionals who will serve as advisors on a specific topic. This program differs from ALFDP webinars in that Call Advisors are not expected to teach the particular topic as much as answer general questions or point people in the right direction to gain more information or insight. The topics for calls this year include:

- Executive coaching resources and serving as a coach within your firm
- Diversity pipeline programs
- Strategic planning: evaluating programs and priorities
- Making the business case for diversity

Please let me know if you have any questions for the ALFDP Board or would like additional information regarding the above activities.

Valerie Jackson
April 2, 2015