



# Pathways to Leadership: How to Add Value to Your Organization and Manage Your Career Action Plan

## Know Your Organization

What is the organization's strategic plan?

What are the key services your department provides?

How can you contribute to the goals of those services?

**ACTION:** Ask two decision makers questions to help you understand how you can add value.

## Know Yourself

What are the 2 core competencies of which you are proudest?

What 2 core competencies would you like to develop further?

What competencies are of the most value to your organization?

**ACTION:** Ask your organization's leaders what competencies make professionals indispensable.

## Know Your Statistics and Industry Trends (Cold)

What are your statistics for the 2009 recruiting season?

How do they compare to 2008? To your competition?

What do you recommend for the future?

**ACTION:** Review NALP *Perspectives on Fall 2009 Law Student Recruiting*.

## Your Career Action Plan

What projects do you want to complete by December 15<sup>th</sup>?

What will you do to increase your professional visibility in 2011?

How will you increase your overall value to your organization?