

# 2014

# Newer Professionals' Forum

February 20 - 22, 2014 • The Westin Long Beach • Long Beach, CA



## A Conference Designed with Newer Members in Mind

NALP is pleased to present the **2014 Newer Professionals' Forum**, an educational conference specially designed for those newer to the field of legal recruitment, lawyer professional development, and career services and development. This exciting conference features two-and-a-half days of intensive educational programming and networking opportunities, including NALP's acclaimed Management Foundations programs for career services and legal recruitment.

It's time to step back, take stock of your role and informational needs, and take time for making a difference for yourself and your organization. Long Beach, California will provide the perfect backdrop for learning and networking with your colleagues from across the country. NALP's newest professionals will get a headstart toward realizing professional success by learning from the experiences and perspectives of the membership's most experienced leaders.

### Who Should Attend?

- Every career services, legal recruitment, or lawyer PD professional with less than four years of experience.
- All professionals in legal career development, recruitment, and lawyer PD who want an opportunity to build new networks, gain invaluable insights into trends in the profession, and master new skills.
- Legal career professionals who have recently changed jobs or taken on new responsibilities, even if they have attended the Newer Professionals' Forum in the past.

## Management Foundations Programs and More

NALP's pre-eminent **Management Foundations** programs will be offered **exclusively** at the Newer Professionals' Forum. These intensive, three-hour programs feature comprehensive training specifically geared toward law school career services and legal recruitment administration. If you are new to the profession, you can't afford to miss the appropriate Management Foundations program. Participants will receive

certificates of completion and detailed materials that will serve as a reference long after the Forum.

Another advantage of membership in NALP is the exchange of information between members. Networking opportunities abound at the Newer Professionals' Forum, as seasoned experts mingle with those newer to the field.

### \* One-on-One Consulting

Watch for the Forum's special one-on-one consulting program throughout the schedule. This innovative program provides conference attendees the opportunity to speak with an experienced NALP leader in a one-on-one session to ask questions, get advice, find resources, and begin to build a professional network.

### COMMENTS FROM PAST ATTENDEES:

"I wish I had gone to this conference three years ago. Even though I have been recruiting for three years, it would have made my life easier knowing all this stuff earlier on. I thought all the speakers were excellent and knowledgeable and willing to teach as much as they could."

"Better than I ever expected, this conference was an invaluable tool for me to network and learn skills that will serve me — and my students — for years to come."

"NPF is a can't miss event. This conference covers so many different facets of our jobs and provides answers to questions we didn't even know to ask. We also met our greatest resource — our colleagues!"

"The Forum was great for the new contacts alone, but the substance was also fantastic. From the school perspective, it was very helpful to sit in on sessions aimed at the law firms. I was also reminded about how kind and supportive our NALP community is!"

"The most helpful conference/training/event in my professional career!"

# Schedule

## Thursday, February 20

2:00 pm — **Registration Opens**

### OPENING PLENARIES

3:30 – 4:00 pm

#### Welcome to NALP: An Introduction to Your Organization

NALP is an association of approximately 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond. But what exactly does NALP do and how will your membership benefit you and your organization? NALP leaders will welcome conference attendees and say a few words about NALP and the benefits of your NALP membership.

*Stacey M. Kielbasa, Director of Professional Development, Attorney Recruitment & Diversity, Chapman and Cutler LLP, and NALP President*

*James Leipold, Executive Director, NALP*

4:00 - 5:00 pm

#### What the Other Side Does

Sometimes the best way to learn about your own job is to take a look at what your counterparts across the aisle are doing, particularly as you try to understand how your role fits into the larger industry picture. The relationship between those who work for law schools and those who work for legal employers is a critical one. During this session you will learn about the “invisible” issues on the other side that can influence decisions and shape interactions with your office. See how the cycle of the year flows for each group of professionals and how to build relationships from common ground. Learn from and network with the others at your table during this interactive session.

*Jeff Becherer, Assistant Dean of Career Planning, New York Law School*  
*Stacey M. Kielbasa, Director of Professionals Development, Attorney Recruitment & Diversity, Chapman & Cutler, LLP, and NALP President*

5:00 – 6:30 pm

#### Welcome and Networking Reception

7:00 pm

#### Faculty Sponsored Dinner Groups

Network with new colleagues and friends over dinner at local restaurants. Sign-up sheets will be available on-site at the conference registration desk. Dinner costs are on your own.

## Friday, February 21

7:30 – 8:30 am

#### Continental Breakfast

7:45 – 8:45 am

#### Breakfast Roundtable Discussions

Join one of a few roundtable discussions on key topics in the legal profession, such as the effects of the early interview season, law school employment outcomes reporting, or new ideas in core competencies. Facilitated by faculty, these conversations will provide a smaller setting for an exchange of ideas and best practices among your peers.

8:45 – 11:45 am

### MANAGEMENT FOUNDATIONS PROGRAMS

#### Management Foundations for Career Development Professionals

This essential, hands-on workshop is designed for those who are newer to the legal career development profession or those who have acquired new responsibilities for the programs and services of a busy career services office. We will talk about the typical seasonal activities of the career development office and why it takes a year to begin to master the job; the importance of knowing your institution and its constituencies; how to build effective relationships with students and alumni; and how we can more effectively meet the career planning and counseling needs of students with diverse backgrounds and goals. This session will also address the nuts and bolts of career services, including program planning, data collection, administration, and budgeting. In addition, we will focus on practical tips for coping with the challenge of today's millennial student population and shifting economic conditions.

*Lisa Abrams, Director of Career Services, The University of Chicago Law School*

*Marcia Pennington Shannon, Assistant Dean for Career Services, Georgetown University Law Center*

#### Management Foundations for Recruitment Professionals

This hands-on workshop will provide essential training for those who are new to the legal recruitment profession or those who have acquired new responsibilities for the programs and services of a busy recruitment department. The course will offer insight and understanding into the legal recruitment processes using demonstration, lively discussion, and group interaction. The course content and materials, which are ready for you to take home and put to use, will include these and many other topics of importance: legal recruiting basics, the seasons of recruitment, hiring needs, criteria and sources, OCI and in-office interview management, hiring committees, electronic tools, recruiting surveys, lawyer support services, and related professional development issues.

*Bonnie Hurry, Chief Legal Personnel Officer, Willkie Farr & Gallagher LLP*  
*Anna Friesenhahn Whitener, Attorney Recruiting Manager, Cox Smith Matthews Incorporated*

11:45 am – 12:45 pm

#### Networking Luncheon

Enjoy lunch with your colleagues while learning more about NALP's affiliated 501(c)(3) foundation, The NALP Foundation for Law Career Research and Education, which conducts additional valuable and essential research for the legal recruiting and professional development industry. Foundation President and CEO Tammy Patterson will provide an overview of the work of the Foundation.

12:45 – 1:00 pm — **Break**

1:00 – 2:15 pm

### CONCURRENT SESSIONS

#### Acquiring the Counseling Skills You Need to Manage Student Counseling Services, Part I

The pathways to careers in law school career services offices are varied, and many people who enter the profession don't have formal counseling training. Yet, counseling students

is one of the most important functions of law school career services offices. This session will consider strategies that career services professionals can use to promote effective counseling of students at all levels. Such topics as training new counselors, facilitating ongoing communication among counseling staff, choosing a technique for structuring counseling appointments, incorporating job search tools into counseling sessions, using statistical analysis to counsel students, addressing the needs of diverse students and those with special needs, working in concert with other law school and university offices, including student affairs offices, and properly addressing confidentiality and other ethical issues will be covered.

*Marcy Cox, Assistant Dean, Career Development, University of Miami School of Law*

*Beth Moeller, Assistant Dean of Career Services, UCLA School of Law*

### Competencies and Evaluations 101

This session will provide an introduction to two critical components of an integrated associate development program: competencies and the evaluation process. This dynamic and interactive session will cover the basics of these topics and provide plenty of practical tips that you can use back at the office. Whether you are looking to update an existing system or introduce an entirely new one, you will walk away from this program prepared and ready for action. Among other things, the session will cover a basic introduction to competencies, the difference between competencies and benchmarks, and tips on how to weave competencies into other aspects of law firm life. We will also provide best practices for creating and managing an evaluation process in both large and small firm environments.

*Diane Downs, Director of Attorney Development, Akin Gump Strauss Hauer & Feld LLP*

*Kay Nash, Chief Professional Development and Attorney Recruiting Officer, Wiley Rein LLP*

### CSO Employer Outreach

Employer outreach can take different forms from one career services office to another, depending on your resources, goals, and directives. What should your specific employer outreach efforts look like? This session will outline guidelines and issues to keep in mind as you consider how to approach employer outreach to a variety of employer types, including large, medium, and small firms; gov-

ernment agencies; nonprofit organizations; and businesses. Areas covered will include goal setting; implementation; as well as reporting progress, documenting outcomes, and managing expectations for these activities. We will offer strategies for collaborating with deans, faculty, externship programs, alumni departments, and other administrative colleagues, as well as city groups and law school consortia, to enhance your employer outreach efforts. Participants will also exchange ideas and strategies about handling the challenges involved in launching or jumpstarting employer outreach efforts in today's evolving marketplace.

*Elizabeth Armour, Director of Employer Relations, Office of Professional & Career Development, Suffolk University Law School*

*Susanne Aronowitz, Associate Dean for Law Career Services, Golden Gate University School of Law*

### Planning and Managing Standout Summer Programs

A truly standout summer associate program should accomplish two things: First, the program should provide summer associates with an experience as close to that of first-year associates as possible. This requires engaging them with representative work and offering meaningful contact with lawyers across practice groups and levels. Second, a summer program should provide the employer an opportunity to assess a student's likelihood of success within the firm. This involves extensive interaction and evaluation of their work. The purpose of this session is to help you accomplish both goals while successfully marketing your firm to summer associates.

*Kisha Nunez, Manager of Recruiting and Diversity, Wachtell, Lipton, Rosen & Katz*  
*Anna Friesenhahn Whitener, Attorney Recruiting Manager, Cox Smith Matthews Incorporated*

2:15 – 2:30 pm — **Break**

2:30 – 3:45 pm

### CONCURRENT SESSIONS

#### Acquiring the Counseling Skills You Need to Manage Student Counseling Services, Part II

A student comes to you for help, and it turns out looking for a job is just one of his current challenges. The more you find out, the more you are afraid this student is struggling with some very complicated personal issues. How

can you help? You want to serve as a resource, but your training and background are not in mental health. Where is the line between what assistance you can provide effectively and what should be referred to a mental health professional? How can you continue to help this student with the job search while he or she is coping with these personal challenges? How can you work with other law school personnel to anticipate problems or act as a team when problems arise? What are the signs of depression or drug dependency? This continuation of Acquiring the Counseling Skills You Need to Manage Student Counseling Services, Part I will specifically address counseling students in such difficult situations and will include opportunities to put strategies into practice.

*Susanne Aronowitz, Associate Dean for Law Career Services, Golden Gate University School of Law*

*Marcia Pennington Shannon, Assistant Dean for Career Services, Georgetown University Law Center*

#### Associate and Partner Hiring — What You Need to Know!

Lateral hiring continues to be an important part of strategic growth in firms. Understanding the nuances of hiring associates and partners is a critical component of a recruiting professional's responsibilities. Participants in this interactive workshop will learn the nuts and bolts of a successful lateral recruiting strategy from identifying needs, formulating a compelling search description, working with search firms, and using other means of attracting lateral candidates to crafting interview schedules, conducting due diligence, and facilitating the offer process.

*Kay Nash, Chief Professional Development and Attorney Recruiting Officer, Wiley Rein LLP*

*Morgan Smith, Professional Development Director, Dykema Gossett PLLC*

#### Associate and Partner Orientation and Integration

To successfully service clients and contribute to the firm's bottom line, your new associates and partners need to be effective and efficient from day one. Join us for this session to learn how to strategically design an orientation and integration program that accelerates the value added by new associates and partners and reduces their ramp-up time. Practical applications will be discussed in detail. As part of the session, you will have the opportunity to begin drafting a preliminary orientation and integration program for your firm using many

of the best practices checklists, forms, and templates supplied by the presenters.

*Cherie Conrad Beffa, Director of Attorney Recruiting and Diversity, Kirkland & Ellis LLP*

*Diane Downs, Director of Attorney Development, Akin Gump Strauss Hauer & Feld LLP*

## The Ins and Outs of Judicial Clerkships

This program will cover the state and federal judicial clerkship hiring process from start to finish. Topics will include the timing of applications; methods of application (paper or OSCAR — the Online System for Clerkship Application and Review); guidelines for application components (cover letter, resume, writing sample, letters of recommendation); good methods and resources for researching courts and judges; the protocol for contacting judges; and interviewing strategies and preparation.

*Terrence J. Galligan, Assistant Dean, University of California, Berkeley School of Law (Boalt Hall)*

*Melissa Lennon, Assistant Dean for Career Services, Temple University Beasley School of Law*

3:45 – 4:00 pm — **Break**

4:00 – 5:15 pm

## PLENARY

### An Introduction to the Legal Employment Market

Welcome to the legal careers profession! You will soon find that you have become a student of the legal employment market. This session will provide a vital introduction to the market, helping orient you to the trends and benchmarks that are important to this industry, both in challenging times and better ones. We will review the very latest trends in law school interest and enrollment, employment rates, starting salaries, summer program outcomes, fall on-campus recruiting levels, and outcomes for 2Ls and 3Ls, antitrust issues, associate attrition, professional development, and the legal economy generally. The data used to develop this program is gathered by NALP and the NALP Foundation through a variety of annual research tools, many of which will cross your desk during the next year.

*Stacey M. Kielbasa, Director of Professional Development, Attorney Recruitment &*

*Diversity, Chapman and Cutler LLP, and NALP President*

*James Leipold, Executive Director, NALP*

5:15 – 6:15 pm

### \* One-on-One Consulting

Take advantage of the opportunity to interact in a one-on-one session with an experienced NALP leader to ask questions, get advice, find resources, and begin to build a professional network.

Evening

### Dinner on Your Own

## Saturday, February 22

7:45 – 8:45 am

### Continental Breakfast

8:00 – 9:00 am

### \* One-on-One Consulting

Take advantage of the opportunity to interact in a one-on-one session with an experienced NALP leader to ask questions, get advice, find resources, and begin to build a professional network.

9:00 – 10:15 am

## PLENARY

### Professional Responsibility 101

Ethical dilemmas, confidentiality issues, and NALP's Principles and Standards are just a few of the important issues that challenge NALP members on a regular basis. Through interactive discussion, participants will examine some of the issues that impact both employers and schools, and provide strategies for successful collaboration and attainment of mutually beneficial results. Participants will also explore NALP's Principles and Standards and their interpretations as well as engage in a dialogue that will illustrate the practical applications of these important guidelines. This program and the ensuing dialogue will provide valuable insight for NALP members as they navigate these sometimes murky waters.

*Bonnie Hurry, Chief Legal Personnel Officer, Willkie Farr & Gallagher LLP*  
*Fred Thrasher, Deputy Director, NALP*

10:15 – 10:30 am — **Break**

10:30 – 11:45 am

## CONCURRENT SESSIONS

### A Guide to Public Interest Counseling and Government Hiring

Explore the depth and breadth of public service/public interest work, and the benefits and challenges your students and alumni face in connection with this career path. Discover print, online, and personal resources on public sector internships, externships, and careers, including government opportunities, during this interactive, practical session for all career services professionals who are new to the public service advisor role.

*Terrence J. Galligan, Assistant Dean, University of California, Berkeley School of Law (Boalt Hall)*

*Melissa Lennon, Assistant Dean for Career Services, Temple University Beasley School of Law*

### Advanced Recruiting Strategies

So you've mastered the recruiting basics and perhaps experienced a few hiring seasons — now let's move on to the next level. Join us for an in-depth and interactive program about big-picture strategies that drive our hiring efforts. Participants will learn about strategic school partnerships; how to make the business case for hiring at all levels; strategic follow-up and ideas for managing the hiring process in a compressed recruiting season; and how to manage diversity recruiting. Participants should bring their own questions and challenges to the group for discussion as well.

*Cherie Conrad Beffa, Director of Attorney Recruiting and Diversity, Kirkland & Ellis LLP*

*Kisha Nunez, Manager of Recruiting and Diversity, Wachtell, Lipton, Rosen & Katz*

### Building a Culture of Learning: How to Design and Implement Lawyer Training Programs

Law firms are committing increasing resources to lawyer training and lawyer development programs. Many NALP members working at law firms have blended careers that include both recruiting and lawyer professional development, while others work full-time in lawyer PD. Participants in this program will learn how to build effective, comprehensive associate development programs. Topics will include implementing effective mentoring programs, effectively using lawyer

training needs assessments, and mastering MCLE requirements.

*Kay Nash, Chief Professional Development and Attorney Recruiting Officer, Wiley Rein LLP*

*Morgan Smith, Professional Development Director, Dykema Gossett PLLC*

### Nontraditional and Emerging Career Paths for Lawyers

Every CSO has students and alumni who seek to use their legal training and skills for non-traditional employment. The potential array of nontraditional careers can seem overwhelming to the newer career services practitioner. This session will teach you the basics of counseling students and alumni who wish to follow a variety of pathways, including in business and industry, the public sector, and emerging law-related settings. Learn how to help students assess their interests and skill sets, and how to market themselves — and their JD degrees — to a diverse range of employers. Discover essential resources CSO professionals can tap to identify and cultivate new and additional opportunities for students and graduates.

*Elizabeth Armour, Director of Employer Relations, Office of Professional & Career Development, Suffolk University Law School*

*Beth Moeller, Assistant Dean of Career Services, UCLA School of Law*

11:45 am – 1:00 pm

### Networking Lunch

Enjoy lunch with your colleagues while learning more about your NALP membership and the benefits of joining the NALP Newer Professionals Section.

*Anna Friesenhahn Whitener, Attorney Recruiting Manager, Cox Smith Matthews Incorporated*

1:00 – 2:15 pm

## PLENARY

### Diversity & Inclusion: Past, Present, and Future

NALP has long been an advocate for diversity and inclusion in the legal profession. After a brief review of recent diversity demographics based on several of NALP's key research studies, panelists will highlight several practical diversity and inclusion tips for both employers and law schools, focusing on ways in which employers and schools can collaborate on diversity recruitment and retention. Session leaders will also facilitate discussion

about some diversity and inclusion challenges and will welcome a spirited discussion of diversity and inclusion topics raised by conference participants.

*Marcy Cox, Assistant Dean, Career Development, University of Miami School of Law*

*Valerie Jackson, Firmwide Director of Diversity and Inclusion, K&L Gates*

*Fred Thrasher, Deputy Director, NALP*

2:15 – 2:30 pm — **Break**

2:30 – 4:00 pm

## CONCURRENT SESSIONS

### Increasing Your Value in the Institution

Your relationships with deans, partners, faculty, and others with whom you work can make all the difference in your professional life. Together let's explore the importance of building bridges with these — and other — stakeholders at your organization. This interactive session will include some personality profiling, ideas for effective internal public relations for you and your department, tips on relationship building and making the best professional impression, advice on working effectively with your supervisor, and suggestions for building — or joining — a team as a newcomer.

*Lisa Abrams, Director of Career Services, The University of Chicago Law School*

*Bonnie Hurry, Chief Legal Personnel Officer, Willkie Farr & Gallagher LLP*

### Get the Best Results from Your Interviews

Resumes and grades only tell you so much. Interpersonal skills are the heart of how well someone will do on the job. How do you convey or judge those skills in twenty minutes of interview time? Both students and employers want to maximize their interview experiences. The current economy puts pressure on employers to hire the right candidates and on students to impress as many employers as possible. Employers will learn about behavioral interviewing techniques and how to work those techniques into their recruiting strategy. They will learn tips to engage students in their best interviews ever by asking the questions that allow them to talk about past successes and experiences, and gain advice on how to train interviewers on these techniques. Career development professionals will learn what employers are looking for with certain questions, learn the best questions for students to ask employers, and the

keys to ensuring that your students perform their best in interviews.

*Jeff Becherer, Assistant Dean of Career Planning, New York Law School*

*Valerie Jackson, Firmwide Director of Diversity and Inclusion, K&L Gates*

### Law Student PD: How To Get Started and Maximize Results

This session will provide a guide to understanding and framing law student professional development so that your work helps students maximize their law school experiences. Learn how to create a development framework that identifies the skills students need and the skills legal organizations seek. Uncover the myriad professional development opportunities at your institution, identify gaps, develop methods for adding new programs, and show how to strategically frame and leverage those opportunities to raise your institution's profile and students' success.

*Marcy Cox, Assistant Dean, Career Development, University of Miami School of Law*

*Sandee Magliozzi, Associate Clinical Professor and Director of Professional Development & Externships, Santa Clara University School of Law*

### Where Does the Money Come From Anyway? — An Introduction to the Economics of Law Firm Practice

Now more than ever, law firms are focused on dollars and cents. To effectively work with lawyers and demonstrate your value to the firm, you should understand a firm's business model and how it makes money. Join us as we demystify some common markers of law firm productivity and give you an advantage in the budgeting process. We'll discuss the basic structure and business of firms, and you'll leave with a working knowledge of common law firm financial metrics such as profits per partner, revenue per lawyer, realization, and overhead. When you return to the office, this knowledge will enhance your value to the firm's recruiting and development efforts.

*Diane Downs, Director of Attorney Development, Akin Gump Strauss Hauer & Feld LLP*

*Stacey M. Kielbasa, Director of Professional Development, Attorney Recruitment & Diversity, Chapman and Cutler LLP, and NALP President*

4:00 pm — **Meeting Adjourns**

## 2014 Newer Professionals' Forum — February 20 - 22, 2014

	EARLY BIRD RATE Registering by January 31*		REGULAR RATE After January 31	
	Member	Non-Member	Member	Non-Member
Schools, Private Employers, Government	\$525	\$725	\$575	\$775
Public Interest Employers	\$425	\$475	\$495	\$525

\* To qualify for the early bird rate, your registration and full payment (by check or credit card) must be received in the NALP office by Friday, January 31. Registrations at the regular rate will be welcomed thereafter and on-site at the conference.

### How to Register

To register for the 2014 Newer Professionals' Forum, go to [www.nalp.org/events](http://www.nalp.org/events) and select **2014 Newer Professionals' Forum**. The system allows online registration and payment with a credit card or "bill me" options (select this if you plan to pay by check).

### Hotel Information

**Westin Long Beach**  
333 East Ocean Blvd.  
Long Beach, CA 90802  
Phone: 562-436-3000

### Hotel Reservation Procedures

- After you complete your conference registration, a confirmation will be sent to the email address specified in your registration. Attendees will make their hotel reservations directly with the hotel through a link provided in the confirmation email. Hotel reservation confirmations will be sent directly from the Westin Long Beach. Hotel rooms will not be reserved without a credit card.
- Register early. The room block tends to fill up quickly and once the block is full (or after the cutoff date of January 29, 2014) hotel rooms are subject to availability.
- The sleeping room rate at the Westin Long Beach is \$169 (plus 15.065% taxes) per night based on single or double occupancy.

### Cancellation Policy

Your registration fee will be refunded, less a \$100.00 processing fee, if cancellation is received in writing by February 6, 2014. Hotel room cancellations must be made 72 hours prior to arrival or a charge equal to the first night's room and tax will be incurred.

**All programs and times are subject to change.**

Please check [www.nalp.org/events](http://www.nalp.org/events) for the most up to date conference schedule.

### Travel Discounts

For your convenience, Professional Service Firm Travel, LLC (PSFT) has been selected as the official event travel service for this event. PSFT will research the most economical route, airline, and flight times to help get you the lowest possible fare. PSFT has special contract airfares that are available to attendees of this meeting.

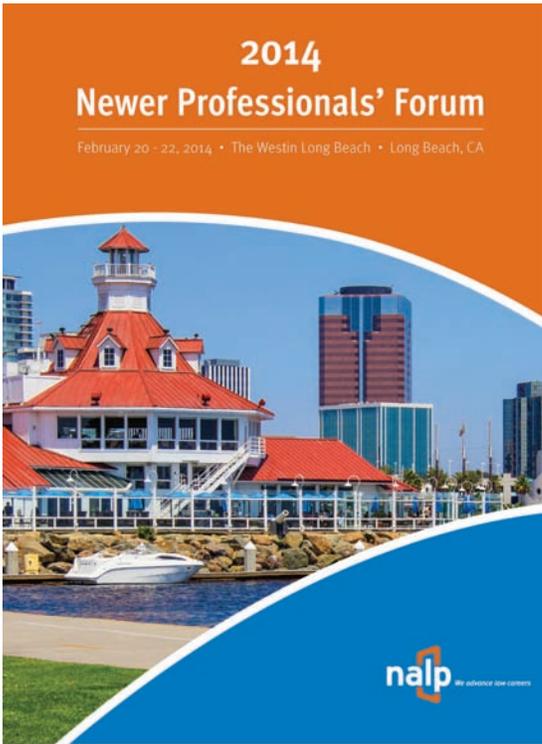
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Email: [lmelendez@psftravel.com](mailto:lmelendez@psftravel.com) or [jduberry@psftravel.com](mailto:jduberry@psftravel.com)

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

#### NALP Open Meeting and Non-Solicitation Policies

NALP conferences are public forums, allowing for a free exchange of ideas, and are open to members and nonmembers alike. This conference is specially designed to be an open forum for those newer to the field of career services, legal recruitment, and lawyer professional development. Unless you are an official sponsor of the conference, solicitation is strictly prohibited. If you are interested in being a conference sponsor, please contact Chris Brown, NALP's Director of Meetings and Membership Services, at [cbrown@nalp.org](mailto:cbrown@nalp.org) or 202-835-1001.



## To achieve professional success you need a strong professional network.

NALP's **Newer Professionals' Forum** will help you begin to build your own personal professional network. The conference will abound with opportunities to meet your more senior colleagues in legal recruitment, lawyer professional development, and career services and benefit from the expertise of seasoned NALP veterans, as well as ample time to get to know your peers.

This is the only place you will find two and a half days' worth of information-packed programming geared specifically to newer legal recruitment, lawyer PD, and career development professionals. In addition to NALP's acclaimed **Management Foundations** courses, the Newer Professionals' Forum offers a wide range of programs geared toward members with four or fewer years in the profession. And, for those questions that aren't quite covered by a program topic, you will have numerous opportunities for **one-on-one consulting** sessions with experts in your field.

You'll also have relaxed opportunities to get to know your colleagues and build your professional network during luncheons, receptions, and dinners.

An information-packed forum with takeaways to help those newer to the field of legal recruitment, lawyer professional development, and career services add immediate value to their organizations.

## 2014 Newer Professionals' Forum

1220 19th Street, NW, Suite 401  
Washington, DC 20036-2405

**NALP**