

Three Plenary Sessions to Highlight 2010 Professional Development Institute

Three plenary sessions and six sets of concurrent sessions will be packed into the two-day 2010 Professional Development Institute (PDI) convening December 9-10 in Washington, DC. Offering high-level programming for experienced professional development administrators in both the legal employer and law school setting, the Institute is sponsored by NALP and ALI-ABA in collaboration with the Professional Development Consortium.

Plenary Programs Have Forward-Looking Focus

The 2010 PDI will kick off on the morning of Thursday, December 9, with the first of the three plenary sessions — a program on “Managing Superior Performance Through Competencies.” Panelists from diverse settings will discuss how competencies can serve as a catalyst or be leveraged to improve all aspects of talent management, including training, development, succession planning, business development, and recruiting, while also contributing to a law firm’s bottom line. The presenters for this session are Kevin Donovan, Senior Assistant Dean for Career Services at the University of Virginia Law School; Siobhain McCarthy, Managing Director, Global Attorney Development, for Paul, Hastings, Janofsky & Walker LLP, and Lane Vanderslice, Director of the Mentorship Academy for the Chicago Committee for Minorities in Large Law Firms.

The second plenary session, on the morning of Friday, December 10, will address “Developing the Next Generation of Lawyers: What Law Schools Are Doing to Prepare Practice-Ready Graduates.”

Presenters at this plenary will describe current research and innovative practices in skills-based and experiential learning in law schools, as well as recent trends in the legal profession. Will legal employers ever be willing to adjust their hiring practices to select students based on proven skill sets rather than on GPA alone? How could law firms and law schools better align their training programs for new lawyers? The panelists for this session will be Benjamin Barton, Director of Clinical Programs and Professor of Law at the University of Tennessee College of Law; William Henderson, Professor of Law at the Indiana University Maurer School of Law; Michael Hunter Schwartz, Professor of Law and Associate Dean for Faculty and Academic Development at Washburn University School of Law, and David Van Zandt, Dean of Northwestern University School of Law and President-designate of the New School University. The panel will be moderated by James Leipold, Executive Director of NALP, and Tammy Patterson, President/CEO of the NALP Foundation.

Finally, the closing plenary on Friday afternoon is entitled “Emerging from the Wreckage: What’s Next and Where Do You Fit In?” This forward-looking program will focus on five critical trends that are influencing every aspect of legal education and law firm management, highlighting the professional development role in each. Topics will include the shifting structure and governance models of firms, the inevitable push for globalization, the changing nature of the relationship between law firms and law schools, the adoption of client-driven business models, and the changing aspirations of today’s lawyers. In each of these areas panelists Terri Mottershead of Mottershead Consulting and Sue Manch of Shannon & Manch

LLP will examine the implications for law students and lawyers and the ways professional development can help them manage these changes successfully.

Concurrent Sessions Address Wide Range of Issues

Four sets of concurrent sessions will be offered on Thursday, December 9, at the PDI, with two additional sets on Friday, December 10.

The first two groups of concurrent sessions will address —

- aligning associate competencies and diversity principles;
- alumni programs in law firms;
- strengths-based talent development;
- using adult education methods to improve professional development programs;
- specific, pragmatic strategies for building a PD program and for integrating PD efforts into a firm's overall talent management goals;
- budgeting and financial savvy for PD professionals;
- how one firm's PD and marketing departments collaborated to change their firm's sales culture; and
- designing a high-impact law firm leadership development program.

The final two sets of concurrent sessions on Thursday will explore —

- effective strategies for motivating lawyers;
- helping lawyers to find mentors by creating their own personal "boards of directors";

- how one firm incorporated its defined competencies into recruiting, evaluations, and training and development;
- career management strategies for minority lawyers and their allies;
- helping associates develop their individual associate development plans;
- lateral associate and partner integration;
- training lawyers to speak as well as they write; and
- new training opportunities created by the convergence of technology, marketing, and professional development.

On Friday, December 10, two groups of concurrent sessions will focus on —

- connecting the strategic goals of one's firm and its clients to the firm's professional development program;
- whether lawyering skills courses develop better law school graduates;
- videoconference and other distance learning solutions to training more lawyers in more offices with fewer resources;
- effective strategies for equipping lawyers with project management skills and other skills needed by today's clients;
- best practices for cultivating rising stars;
- strategies for making in-house training more experiential and effective; and
- partners and skills training.

PDI Offers Networking Opportunities

The Professional Development Institute offers those who lead professional development efforts for their law firms, other legal employers, or law schools the opportunity to spend two days with colleagues who share that focus. In addition to the

opportunities to learn from colleagues during conference programs, attendees will also have the opportunity to network during the two PDI lunches as well as during morning coffee service and breaks.

For Those New to Lawyer PD

The PDI Planning Committee has designed a conference that will intentionally present high-level content for experienced PD professionals. If you are new to the field of lawyer professional development you can build your PD skills prior to the conference by viewing the archived NALP/ALI-ABA webcast “Professional Development 101-102.” This on-demand program provides tips and tools that can be applied immediately as well as offering a critical foundation for this year’s Professional Development Institute. Topics include associate orientation, training, training needs assessments, MCLE compliance, evaluation processes, mentoring programs, and alumni relations. PDI registrants will receive a special discount on this and other NALP/ALI-ABA online programs. For more information on this and other archived webcasts go to www.nalp.org/webcasts.

Registration Notes

The Professional Development Institute is expected to qualify for CLE credit in MCLE jurisdictions that accredit live courses on law practice management. For specific information on MCLE accreditation of this program in a particular state, contact Crystal Finch at cfinch@ali-aba.org.

For more information about fees and to register for the conference and reserve a hotel room (if you need a room), go to www.nalp.org/events and select *2010 Professional Development Institute*. Note that based on feedback from last year’s conference attendees, a continental breakfast service will be offered this year at an additional cost of \$20 per day. In order to take advantage of this service, you must sign up for it during the online registration process in advance of the conference. Coffee service will be provided for all attendees, and lunches are included in the conference registration cost.

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