

Lateral Attorney Integration





Melissa Berry
(she/her/hers)

Director of Professional
Development and
Diversity

Lane Powell PC

berrym@lanepowell.com



Susanna Brennan
(she/her/hers)

Manager of Attorney
Recruiting

Miller Canfield

brennans@millercanfield.com



Shannon Burke
(she/her/hers)

Professional
Development, Diversity
and Pro Bono Manger

Chapman and Cutler LLP

shaburke@chapman.com



Kelly Druten Green
(she/her/hers)

Sr. Manager, Professional
Development and
Inclusion

Ogletree Deakins

kelly.green@ogletree.com

The Race Course: Where Are We Going Today?

The importance of having a plan

How to prepare for each step in the process:

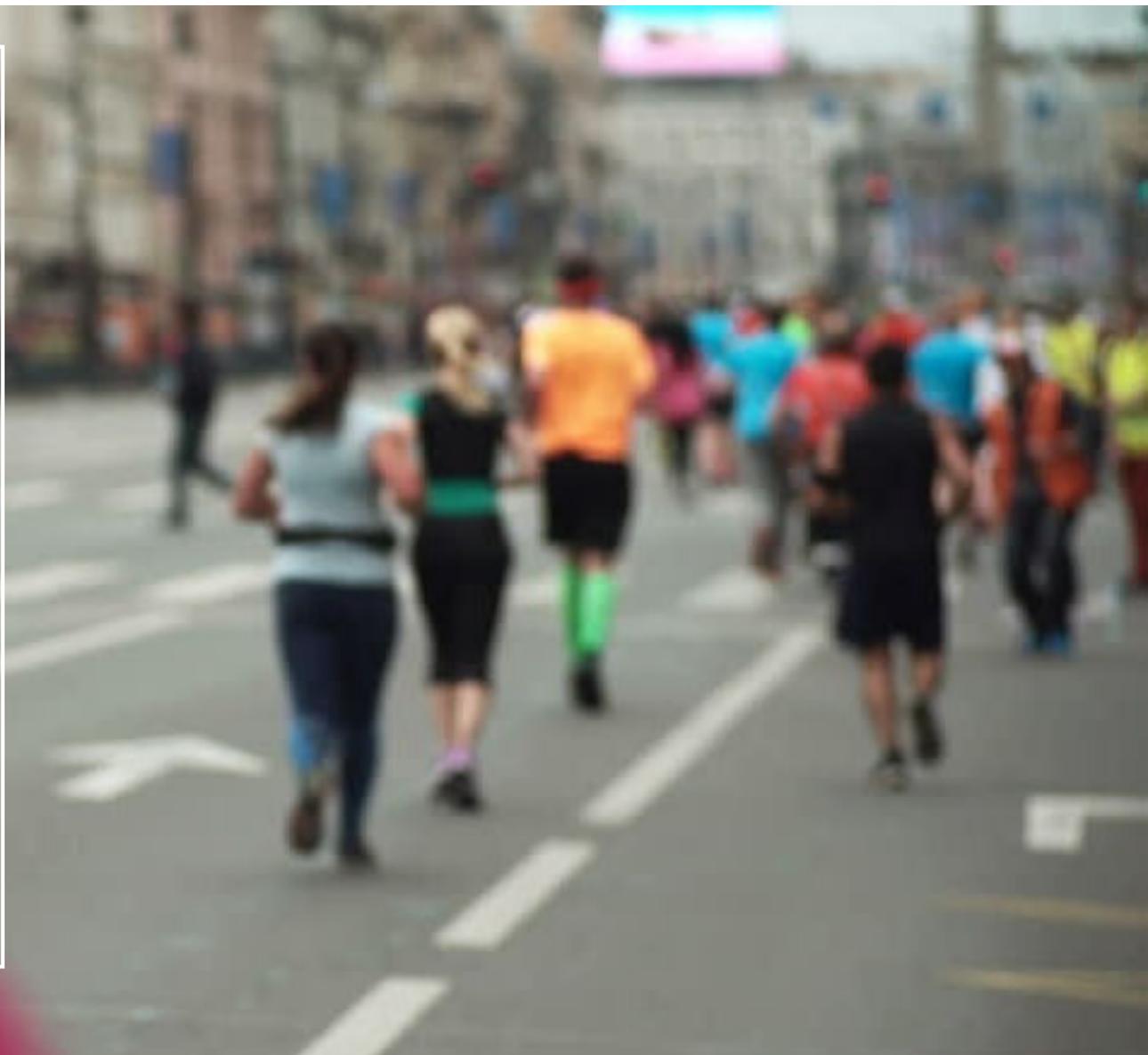
- Pre-hire
- Onboarding/orientation
- Integration

Key tools to implement your plan of action



Your Running Partners

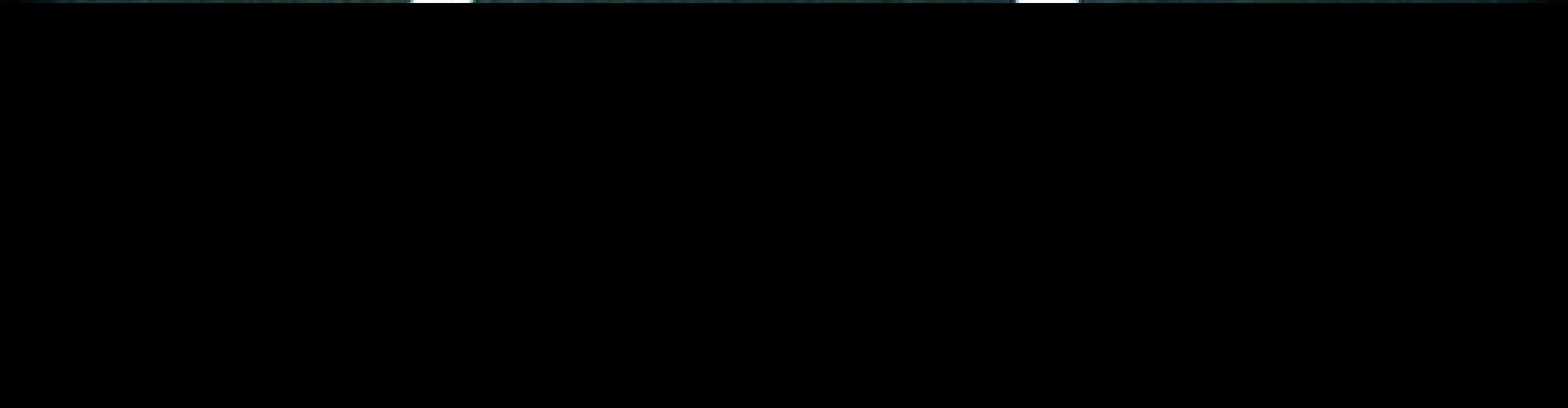
- Practice Group Leaders
- Practice Group Peers
- Supervising Attorney(s)
- DEI Team
- Resident Directors



Pre-Race: Prior to the Lateral's Arrival

- Contact
- Shipping logistics
- Transferring information
- Paperwork
- Workspace
- Personalized touches
- Biography
- Share resume
- Orientation Schedule
- Distribution lists
- Swag





Orientation

- **Announce Arrival**
- **Orientation Meetings**
 - ✓ Technology
 - ✓ HR
 - ✓ Compliance Trainings
 - ✓ Timekeeping
 - ✓ New Business/Conflicts
 - ✓ Marketing/BD
 - ✓ Talent/Professional Development
 - ✓ Pro Bono
 - ✓ Library
- **Welcome Meetings**
 - ✓ Firm Leadership
 - ✓ Practice Group Leader
 - ✓ DEI Committee
 - ✓ Associates Committee
 - ✓ Mentor
 - ✓ Practice Group Peers





Onboarding in a Virtual World

- Share information about the Firm
- Be mindful of the transition from recruit to lateral
- Orientation concierge

Mile 13: Continuous Integration



Mile 13: Introductions



Practice Group Members/Office Leadership

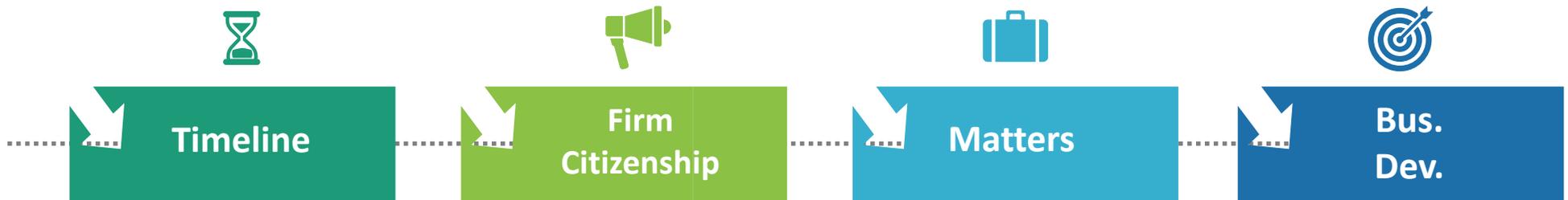


Attorney Peers



C-Suite and Department Leaders

Mile 13: Goal Setting



Mile 13: Checking In





Implementation considerations



Thank you!



Questions?



Melissa Berry
(she/her/hers)

berrym@lanepowell.com



Susanna Brennan
(she/her/hers)

brennans@millercanfield.com



Shannon Burke
(she/her/hers)

shaburke@chapman.com



Kelly Druten Green
(she/her/hers)

kelly.green@ogletree.com