

MEMORANDUM

TO NALP Board of Directors

FROM Karen Britton, on behalf of the Engaging Experienced Professionals Work Group

DATE March 24, 2008

RE **FINAL REPORT: Engaging Experienced Professionals Work Group**

On February 26, the Engaging Experienced Professionals Work Group (EEPWG) presented to President Fernando the following Mission Statement and Business Plan for the Experienced Professionals section, incorporating the “best of” the ideas we have considered this year.

Additionally, we offer these recommendations for other NALP sections or groups:

Annual Conference Planning – designate a short track of programming and flag it as appropriate for Experienced Professionals.

All Sections or Working Groups – encourage leaders to contact the EP Chair to collaborate on projects on a national, regional, or local scale where the EP perspective would add value to the project.

Thank you.

MISSION STATEMENT AND BUSINESS PLAN:
EXPERIENCED PROFESSIONALS SECTION

PURPOSE:

The Section consists of NALP members who self- identify as “experienced” in the legal recruitment industry and seek to collaborate with similarly situated colleagues for purposes of networking and professional development and to contribute to activities, services, and educational programs to benefit NALP. Section members can be characterized by years of NALP membership, years in the industry, and/or levels of leadership or engagement within their organizations or with NALP. This Section will also advise NALP on other ways to meet the expectations of its most experienced members.

This Section will provide communication and networking opportunities for its members through conference calls, the internet and email lists. This Section may recommend new projects and work groups by submitting Action Plan Proposals to the Board of Directors.

WORK GROUPS:

1. Experienced Professionals Retreat Work Group.

This group will work with NALP Director of Education to design a stand- alone program to be offered in 2008 – 2009 and to replace the current experienced professionals program at the AEC. The working model is a “retreat” setting, two day/ one- night format featuring innovative, collaborative programming and informal networking. Two instructional models are recommended to be offered concurrently: a “senior seminar” targeting employers and a “collaborative studio/think tank” approach for school members. One joint session could be offered for members of both groups on a trend or topic of mutual interest.

2. Talent and Interest Give Back Project (TIG) Work Group.

Leader:

Members of this Work Group will review the current NALP Member Profile System and suggest additional questions and modifications to capture the interests and expertise of Section members. The WG will also recommend outreach efforts designed to encourage experienced professionals to join the Section and to update their member profiles. The goal is to make this resource more useful in identification of member expertise and interest in involvement with NALP.

3. EP/NP Collaboration Work Group.

Leader:

This group will collaborate with the Newer Professionals Section to determine interest in formal or informal joint activities. The purpose is to create a menu of opportunities for the Section members who enjoy mentoring to “give back” and assist in the professional development of newer members. Ideas include:

- a) *One on One Consulting and/or “Flash Mentoring” at Annual Education Conference.* Consider a model for implementation with NALP staff at 2009 AEC, and
- b) *Host joint interactions, (i.e. conference calls, on – line chats, video conferences) on a topic of interest to NPs (trends, issues, even a topic such as implications of the new timing guidelines) facilitated by EPs.*

4. Writers Work Group.

Leader:

Members will work with NALP staff to explore and implement ways to feature Section members as writers for NALP publications. Ideas include:

- a) EP Perspective in the *NALP Bulletin*, and
- b) Investigate reinstatement of an annual publication targeting Deans and Hiring Partners.

5. EP Recognition, Engagement, Involvement (REI) Work Group.

Leader:

This group is charged with promotion of the EP Section and continuous assessment of ideas for Section activities. They will also evaluate with NALP staff methods to acknowledge, recognize and, if appropriate, honor NALP members who have contributed to the industry and to NALP.