Pro Bono/PD Corner:

Working Together

from NALP's Pro Bono and Professional Development Task Force

Linking professional development and pro bono can be a natural fit. Some firms join the two under one hat, the "Professional Development /Pro Bono Manager." Other firms may have little interaction between the two teams, with PD and pro bono staff on opposite coasts or pro bono managed by committee with minimal administrative support.

To link PD and pro bono, the interested parties need to get to know each other. Here's how:

1. **Conduct a stakeholders analysis.** Identify the key players in PD and pro bono. Do they understand each other's goals, strengths, and resources and that by combining forces they maximize the impact of each?

2. **Hold a stakeholders' lunch or web meeting:** (a) *PD 101: What they do and how they do it.* Present a basic outline of the associate development and evaluation system. Discuss the status of CLE credit for pro bono matters in relevant jurisdictions. (b) *Pro bono 101: States' and firm's pro bono policies and systems* (billable credit, matter approval, required hours). Discuss primary pro bono issues and partners involved. (c) *Action plan:* Develop concrete steps to integrate pro bono matter intake and junior associate PD goals.