

MEMORANDUM

DATE January 15, 2014

TO Fred Thrasher, Deputy Director
Kay Nash, Board Liaison

FROM Molly Peckman

It is my privilege on behalf of the Lawyer Professional Development Section to submit our third Board report of the year. Our Section leaders continue to focus on our 250+ members' professional development.

I. Our Section's leaders are:

Chair	Molly Peckman - molly.peckman@dechert.com
NALP Board Liaison	Kay Nash - knash@wileyrein.com
NALP Law School PD Section Liaisons	Maria Minor – mminor@ngelaw.com Susan Fine – sfine@law.gwu.edu
NALP Experienced Professionals Section Liaison	Jessica Buchsbaum – jbuchsbaum@bilzin.com
Education Working Group Vice Chairs	Kara P. Dodson - kdodson@ycst.com Julia Borginis - jborginis@foxrothschild.com
PD for the PD Professionals Webinar Series Vice Chairs	Andrew B. Hales - abhales@venable.com Susan Manch - susan.manch@bingham.com
Peer Mentoring Program Vice Chairs	Paul Giangola - PGiangola@chadbourne.com Richild Stewart - rstewart@cgsh.com
PD Course for Mid-Career Professionals Vice Chair	Michele Bendekovic – michele.bendekovic@steptoe-johnson.com
Membership/Development Vice Chair	Amanda Rope – amanda.rope@dechert.com
Articles Coordinator	Sheri Zachary – szachary@saul.com

II. Working Group Reports:

A. PD for the PD Professionals – Sue Manch and Andy Hales

There are two programs scheduled for January: **“Top 10 Ways to Make an Impact in Professional Development”** taking place on January 16, 2014 at 1:00 pm ET, presented by Stephanie Ryan, Manager of Attorney Training and Professional Development at McGuireWoods LLP. This program will offer practical, real-life tips on how to create a lasting impact on your organization through targeted professional development planning. The second program is **“Shop the Grocery Store to Define Your Personal Brand”** on January 31, 2014 at 1:00 pm ET presented by Jason Levin, career and outplacement coach at ReadySetLaunch. The program will focus on the business of brands, and how to take lessons from consumer marketing and translate them into your own personal brand development.

On our recent Section call, our working group vice chairs Sue and Andy solicited ideas for future programs. We reminded the group that all previous webinars are available on the NALP website.

B. Peer Mentoring – Paul Giangola and Richild Steward

Richild and Paul have been able to match everyone who requested a mentor. There were approximately 12 requests made. The program is informal and the matches set their own schedules of meetings. All feedback received has been very positive and all respondents say the program is going well. We encouraged all members to reach out to Richild and Paul if they would like to be involved with the program.

C. PD Course for Mid-Career Professionals – Michele Bendekovic

Michele Bendekovic, Kay Nash and I are presenting a three hour workshop called, “Management Foundations for PD Professionals 201” at the NALP Annual conference. This program is a step up from programs at the Newer Professionals conference, focusing on those who are moving into more supervisory roles.

D. Bulletin Articles – Sheri Zachary

Sheri is coordinating our Section's *NALP Bulletin* contributions. Recent articles include one I wrote for in the November issue on member professional development as well as Michele Bendekovic's article on entry level associate development and integration. All members were encouraged to reach out to Sheri or me if they are interested in writing articles or contributing ideas.

E. NALP Law School PD Section Liaison – Maria Minor and Susan Fine

The Law School PD Section held a webinar on project management which included how to incorporate project management into formal curriculums and in activities. The program had 87 registrants. Maria and Susan are planning a program for the spring and are seeking volunteers from the school side as well as the employer side to participate in a round table on practice readiness.

F. NALP Experienced Professionals Section Liaison – Jessica Buschsbaum

Jessica is coordinating our efforts to better collaborate with the Experienced Professionals Section. We hope to cosponsor PDI programs.

G. Membership/Development – Amanda Rope

Amanda has been coordinating member outreach including Section announcements. For our recent Section call, in addition to NALPconnect announcements and reminders, Amanda created an email distribution list and emailed our members directly, since not all are set up to receive the NALPconnect reminders. As a result, we had many more participants on our last call. In addition, Amanda went through the PDI attendance roster and we emailed all PDI attendees who were NALP members but not Section members and encouraged them to sign up. The email which outlined the Section's programs and services is attached as Exhibit A.

H. **Education Working Group**

On our last call, we brainstormed programming ideas for the PDI conference. The working group vice chairs reviewed previously submitted programs which were not picked to see if we wanted to resubmit new RFPs about particular topics.

Program ideas generated to date include:

- PD for PD professionals
- Rewards and recognitions for lawyers and staff
- Alternative track programs for lawyers
- Programs on social media
- Body language
- Networking and branding for lawyers and law firms
- HR topics for our profession
- Alumni relations
- Writing program presented by Ross Guberman or other consultant
- Panel of professional educators presenting on how people learn
- What everyone else is doing with E-Learning and technology
- Continuing dialogue between law schools and firms about what schools need to do better, top 10 skills/trainings we wish law schools were doing
- Create business development curriculum including a panel of CMO's or rainmakers on how to train and get lawyers focused on business development
- Business of law program
- Partner development and partner development coaching
- Cultural awareness program which could be a collaboration with the Diversity Section
- Midlevel development program including training midlevel associates to be leaders and keeping midlevels engaged
- Collaborate with Recruiting Section on a program on integration on both entry level and lateral side
- Departing attorney program
- Business etiquette program including tips for PD professionals and how to "teach" these skills
- Training the trainers program
- Open forum/facilitated discussion on best practices
- Morale Building -- technique/programs to make associates happier

The working group will follow up with potential panelists to submit RFPs by the March 28, 2014 RFP deadline.

III. Goals for the year:

We are advancing our goals to provide more and better professional development opportunities for our members and encouraging more and better participation in the Section.

We continue to have a great core group of members, including our incredible board liaison Kay Nash and former chair Michele Bendekovic. I remain grateful for their continued support and leadership as well as the constant support from Mary Beal.

And I continue to remind our members and others to find some time to take care of ourselves and our own professional development.

Please let me know if you have any questions and thank you again for this opportunity.

Molly Peckman

Exhibit A

[Email which was sent to PDI attendees who are not Section members]

I hope your 2014 is off to a great start and you are finding time for your *own* professional development. As Chair of the NALP Lawyer Professional Development Section, one of my goals is to get more NALP members to join our Section and to become more involved. We have quite an active Section of 250 members, but I wanted to reach out to those of you who attended the Professional Development Institute in December, but have not yet joined the Section.

I encourage you to join. The more of us who are active in the Section's calls, discussion boards and meetings, the better quality our Section and programs will be. And we have some great programming. In fact, our PD for PD professionals working group has put together two excellent upcoming programs:

- **“Top 10 Ways to Make an Impact in Professional Development” is taking place on January 16, 2014 at 1:00 pm ET, presented by Stephanie Ryan, Manager of Attorney Training and Professional Development at McGuireWoods LLP. This program will offer practical, real-life tips on how to create a lasting impact on your organization through targeted professional development planning.**
- **“Shop the Grocery Store to Define Your Personal Brand” is scheduled for January 31, 2014 at 1:00 pm ET, presented by Jason Levin, career and outplacement coach at ReadySetLaunch. The program will focus on the business of brands, and how to take lessons from consumer marketing and translate them into your own personal brand development.**

For more information or to register for either program, visit www.nalp.org/events.

On our last Section call we brainstormed about ideas for the next Professional Development Institute which will take place on December 4-5, 2014 in Washington, D.C. at the Mandarin Oriental Hotel. As you may know from attending previous PDI and other conferences, our Section is responsible for many of the programs at NALP's educational conferences. We are very interested in hearing your suggestions for future programming. Are there any programs that you missed from previous years or that you attended but would love to see revamped? Has your firm used a great outside consultant that you think would benefit the rest of the community? Even if presenting is not your “thing” but you have a great idea, please let us know so we can put a panel together. If one of your resolutions is to present but you're just not sure on what topic, let us know and we will be happy to place you on a panel. The deadline for proposal submissions is March 28, 2014 and will be here before you know it!

We also have opportunities for writing and sponsor a peer mentoring program. I urge you to visit our Section page on the NALP website and join the Section on NALPconnect. You can join by clicking “Join Group” on this link: <http://nalp.mymemberfuse.com/groups/profile/view/groupid/3079>. Login is required in order to join. If you are not yet a member of NALPconnect, you can sign up using this link: <https://netforum.avectra.com/eweb/DynamicPage.aspx?Site=NALP&WebCode=Verify>.

There are many ways to get involved and a great group of Section leaders listed below who are waiting to hear from you:

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Best wishes for a wonderful 2014 and lots of great self development.

Warm regards from a still chilly Philly,

Molly Peckman