

Carrie A. English

4801 Main Street, Suite 1000
Kansas City, MO 64112
Direct: 816.983.8795
Fax: 816.983.8080
carrie.english@huschblackwell.com

MEMORANDUM

Date: June 23, 2020

To: Fed Thrasher, Deputy Director
Kara Sutherland, Board Liaison

From: Carrie A. English, Section Chair

Re: Lawyer PD Section Report

I am honored to serve as the Lawyer PD Section Chair for the 2020-2021 term. Despite these uncertain times, I am confident we will be successful in helping our NALP colleagues contribute unique and innovative lawyer Professional Development to their organizations.

The Section Kick-Off meeting was held virtually on May 5, 2020. Kara Sutherland, Board Liaison, reinforced President Moeller business plan and the overall goals of NALP.

The section had a robust discussion on several topics including leadership positions, NALP Bulletin ideas and Environmental Scanning.

1. Work Group Leaders

Throughout May I worked to identify Work Group Leaders that could help move forward the identified charges. I am eager to work with this energetic and thoughtful leadership team.

Education Work Group: Annual Education Conference/PDI/Bulletin Article Planning: Shannon Burke
Lawyer/Law Student Professional Development Collaboration: Laura Bicks & Nicole Salama
Best Practices in Lawyer PD/PD For the PD Professional: Sandy Minea
Member Relations & Membership/Development: Andrea McIsaac
Professional Identity Formation: Melissa Berry & Kendra Brodin
Knowledge Management: Heather DiFranko

The Work Group Leaders met at the end of May to discuss priorities, objectives and expectations.

2. Work Group Updates

Education Work Group: Annual Education Conference/PDI/Bulletin Article Planning

- Two brainstorming sessions were held to discuss topics for a variety of publications and presentations.
- In August, Jessie Spressart will publish an article on Gen Z and the NALP Strategic Planning process that occurred during the 2019-2020 term.
- Several proposals that were accepted for the 2020 AEC will be resubmitted for the 2021 AEC.
- The Section submitted approximately 15 ideas for upcoming Bulletin articles.
- There are on-going discussions with members of Diversity, Recruiting & Professional Development Sections for a collaborative webinar on the intersection of these professional areas. This is currently led by Sheryl Roberts and Tamesha Keel and they have tentatively identified late August/early September as the timeframe for the webinar.

Lawyer/Law Student Professional Development Collaboration

- Leaders from the Lawyer PD and Law School PD sections met to discuss goals and opportunities for collaboration throughout the year. During this unusual time, the group largely agreed that professional development needs are similar for students and associates.
- Key areas identified for joint/collaborative training were: Relationship Building/Networking, Time/Project Management, and Adaptive Communication Style.
- This group agreed that guidance should be provided to law students and law firms on the appropriate way to interview during COVID. Topics such as immunosuppression, masks/no masks, handshakes, elevator etiquette, etc. should be considered. In addition, a roadmap on what should/should not be asked in regard to COVID would be helpful. This guidance would provide a mutual understanding of what is appropriate interviewing etiquette during a pandemic.
- One area of interesting exploration was whether firm and school leaders could teach one another in a collaborative format. For instance, law firm administrators could learn from their law school peers about the nuances of Gen Z and law firm administrators could provide deeper insight into evaluations, benchmarks, partnership timeline, etc. We agreed mutual learning could be beneficial.

- This group also discussed the possibility of offering a Professional Development Q&A for students during the fall months. This would give students the opportunity to submit anonymous questions to law firm professionals about the state of RTO, COVID, delayed starts, virtual professional development, etc. This was discussed as a method of staying engaged with students during delayed bar exams and start dates.
- This group will meet again on July 28, 2020.

Member Relations & Membership Development

- Participation on the Kick-Off call was low as was attendance at the Bulletin/RFP brainstorming session. Increasing member outreach is a key priority for the next few months.

Professional Identity Formation

- Last year the Lawyer PD Section collaborated with the Holloran Center on Professional Identity Formation. This relationship is currently being “unbundled”, and the Vice Chairs are developing a strategy for how to promote Professional Identity Formation throughout the NALP membership.

Knowledge Management

- Andy Hales, Knowledge Management Implementation Work Group Chair, attended the first Section meeting. Andy shared the purpose of the advisory group and proposal for executing on goals. Andy will be hosting a meeting for all Section Knowledge Management Vice Chairs to provide a primer on Knowledge Management, overall content management strategy and how to review and tag the NALP materials and publications.

Environmental Scanning: Environmental Scanning occurred during the initial Section meeting when decisions regarding summer programs, fall start dates and RTO protocols were in early stages. As a result, the information gathered might not be as relevant to the Board given the pace at which events are unfolding.

- As a longer term WFH protocol seems inevitable, firms are working hard to understand the various software platforms and capabilities that exist for virtual training. For those firms previously not using ZOOM, WebEx, Teams, etc. it has taken longer to convert to the on-line training platform. In addition, firms are realizing that WFH protocol may very well last into 2021 and so are exploring ways to continue with more robust multi-day training programs.
- Many firms are using Affinity Groups to maintain connection between attorneys. Firms reported using Parent’s groups, Women’s Initiative and Mentoring pods to help maintain cohesiveness across their organization.

- Firms reported a variety of ABA Lawyer Wellness Week activities including yoga classes, virtual 5K events, and firm themed crossword puzzles.
- Firms reported attendance at internal training is higher than expected. In some instances, the increase is connected to new technology required to work from home and in other instances it is related to lower productivity.
- Some firms are experiencing an increased demand for professional coaching.

CAE