NALP & ALI CLE thank the following sponsors for their educational support of the 2018 Professional Development Institute
The 2018 Professional Development Institute is the must-attend conference for learning about current trends in lawyer professional development, exploring key issues facing the legal industry, hearing about proven programs to give your lawyers and law students the competitive edge they need, and networking with over 300 law firm and law school PD contacts. If you are responsible for professional development in a law firm law school, corporation, or government agency, the Professional Development Institute will equip you and your organization to stay ahead in today’s challenging environment.

How can PDI benefit law firm PD professionals?

Today’s law firm PD professionals have more varied responsibilities than ever before. The demands for increased professional development and training, combined with industry trends and business realities, have added to the challenges faced by PD professionals. Whether it’s engaging your associates, implementing project management training, or developing your law firm leaders, the 2018 Professional Development Institute will help you stay on top of the latest PD trends and techniques and give you access to a network of law firm PD professionals who are facing the same challenges.

How can PDI benefit law school career professionals?

Law school career professionals must constantly look for ways to help make law students more employable in today’s competitive job market. The 2018 Professional Development Institute is an opportunity for you to hear directly from law firm professionals about the skills they are looking for in first-year associates and to learn about proven programs at other law schools. Law school attendees will also find significant value in sharing best practices, new ideas, and hot topics with other law student PD professionals.

Private Coaching Sessions

One-on-one coaching is a highly effective form of training for lawyers and professionals seeking to improve their performance, advance their careers, and become more effective leaders. Donna Wannop, Coach and Consultant at the Leadership Research Institute, will provide individual coaching sessions. Sign-up information will be available in advance of the conference.
Conference Agenda

<table>
<thead>
<tr>
<th>Wednesday, November 28</th>
<th>3:30 – 6:30 pm</th>
<th>Pre-Conference Workshop: Management Foundations for PD Professionals</th>
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<tbody>
<tr>
<td>Thursday, November 29</td>
<td>8:00 – 9:30 am</td>
<td>Registration</td>
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<td></td>
<td>9:30 – 10:45 am</td>
<td>Plenary</td>
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<td></td>
<td>11:00 am – 12:15 pm</td>
<td>Concurrent Sessions</td>
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<td></td>
<td>12:15 – 1:15 pm</td>
<td>Networking Lunch</td>
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<td>1:30 – 2:45 pm</td>
<td>Concurrent Sessions</td>
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<td>3:00 – 4:15 pm</td>
<td>Concurrent Sessions</td>
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<tr>
<td></td>
<td>4:15 – 5:30 pm</td>
<td>Networking Reception</td>
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**Professional Development Consortium (PDC) Winter Meeting**

Wednesday, November 28
9:00 AM - 5:00 PM
Go to [www.pdcleral.org](http://www.pdcleral.org) for details.

| Friday, November 30  | 8:00 – 9:00 am | Registration |
|                      | 9:00 – 10:15 am | Plenary |
|                      | 10:30 – 11:45 am | Concurrent Sessions |
|                      | 11:45 am – 12:45 pm | Networking Lunch & Law School Member Roundtable |
|                      | 12:45 – 2:00 pm | Concurrent Sessions |
|                      | 2:15 – 3:30 pm | Concurrent Sessions |

Conference Co-Sponsored by NALP and ALI CLE in collaboration with the PDC

**American Law Institute Continuing Legal Education (ALI CLE)** is the premier national provider of continuing legal education in the United States, offering a comprehensive national curriculum of live courses, distance learning, and electronic and print publications. ALI CLE also assists law offices from coast to coast in providing professional development to their lawyers, including firm-based PD solutions, national conferences, online CLE content and materials, and other resources for advancing lawyer professional development.

**NALP** is an association of over 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond. NALP believes in fairness, facts, and the power of a diverse community. We work every day to be the best career services, recruitment, and professional development organization in the world because we want the lawyers and law students we serve to have an ethical recruiting system, employment data they can trust, and expert advisers to guide and support them in every stage of their careers.

The **Professional Development Consortium (PDC)** is a group of individuals working at law firms, law schools, government agencies, and corporations who are responsible for developing and administering training and professional development for lawyers and law students.

**NALP Meeting Policies**

**Open Meeting**: NALP and ALI CLE are committed to the free exchange of information and open meetings at this event and recognize that there may be differences of opinion during sessions. We rely on attendees to respect each other and our invited guests and speakers, and to honor the conventions of civil discourse. Disrespect for any speaker will not be tolerated. Registration is open to members and non-members, including program speakers, vendors, and members of the press.

**No solicitations**: This conference is specially designed to be an open forum for conference attendees. Solicitation is strictly prohibited unless you are an official conference sponsor or vendor. If you are interested in being a conference sponsor or vendor, please contact Christopher Brown, NALP's Director of Meetings and Sponsorship, at cbrown@nalp.org or 202-835-1001.

**Consent to Use of Photographic, Video, and/or Audio Materials**: Registration and attendance at, or participation in, this event and other activities constitutes an agreement by the registrant to allow NALP to use and distribute (both now and in the future) the registrant or attendee’s image or voice in photographs, video recordings, electronic and print reproductions, and audio recordings of this event and activities.
How to Register

To register for the 2018 Professional Development Institute, go to www.nalp.org/events and select **2018 Professional Development Institute**. The system allows online registration and payment with a credit card or pay by check (select the latter if you wish to receive an invoice).

**Registration Rates**

<table>
<thead>
<tr>
<th>Professional Development Institute</th>
<th>Members of NALP, ALI CLE, and PDC</th>
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<tr>
<td>$725 per person</td>
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<td>$850 per person</td>
<td>Non-Members</td>
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<td>$500 per person</td>
<td>Registrants from public interest and government organizations</td>
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<tr>
<td>$200 per person</td>
<td>Attendees of PDI and/or the PDC meeting</td>
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<tr>
<td>$250 per person</td>
<td>Attendees of the workshop only</td>
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**Hotel Reservation Procedure**

Mandarin Oriental Hotel  
1330 Maryland Avenue, SW, Washington, DC 20024  
202-554-8588 | www.mandarinoriental.com/washington

Attendees will make hotel reservations during the registration process. Confirmations will be sent directly from the Mandarin Oriental Hotel. Rooms will not be reserved without a credit card.

- Register early. The room block tends to fill up quickly and once the block is full (or after the cutoff date of November 5, whichever comes first), rooms are subject to availability.
- The room rate at the Mandarin Oriental Hotel is $285 (plus 14.5% tax) per night based on single or double occupancy.

**Cancellation Policy**

- Full refund for cancellations received by November 2 minus a $100 cancellation fee.
- 50% refund for cancellations received November 3-9.
- No refunds after November 10.
- Hotel cancellations must be made 72 hours prior to arrival or a charge equal to the first night’s room and tax will result.

Programs and times are subject to change. Please check www.nalp.org/events for the most up-to-date schedule.

**Travel Discounts**

Professional Service Firm Travel, LLC (PSFT) is the official travel service for this event. PSFT will research the most economical route, airline, and flight times to help get you the lowest possible fare. PSFT has special contract airfares that are available to attendees of this meeting.

Professional Service Firm Travel, LLC  
Phone: 212-592-1370 or 1-888-773-8728  
Fax: 212-532-5776  
www.psfttravel.com  
Email: lmelendez@psfttravel.com or jduberry@psfttravel.com

PSFT reservation hours are Monday – Friday, 8:30 am – 6:00 pm ET. Make your reservations with Professional Service Firm Travel, LLC by calling 1-888-773-8728 and asking for Lissette or Jacqueline (please identify yourself as attending a NALP conference). A $35 transaction fee will be applied to all tickets purchased.

**CLE Credit**

Virtually all ALI CLE programs are accredited in mandatory continuing legal education (MCLE) jurisdictions for varying numbers of credit hours. The Professional Development Institute is expected to qualify for CLE credit in jurisdictions that accredit live courses on law practice management. For specific information on CLE accreditation in your state, email TeamMCLE@ali-cle.org.
WEDNESDAY, November 28

PRE-CONFERENCE WORKSHOP 3:30–6:30 PM

Management Foundations for PD Professionals
This hands-on workshop gives newer PD professionals the fundamental skills and knowledge they need to get off to a great start and grow into their PD roles. Participants in this pre-conference workshop get valuable insights into the responsibilities of PD professionals, as well as helpful forms, templates, and resource lists. Topics covered include associate orientation and integration, training, MCLE compliance, core competencies, benchmarks, evaluations, and mentoring programs. Participants also have the opportunity to discuss current projects, successes, and challenges.

Andrew Hales, Sr. Director of Professional Development and Training, Venable LLP
Kay Nash, Chief Talent Officer, Wiley Rein, LLP

Separate registration fee required.

THURSDAY, November 29

Registration 8:00–9:30 AM
Prepaid breakfast service available. Coffee service will be provided.

PLENARY 9:30–10:45 AM

The Global Landscape in a $190K World
The past year brought a number of changes and stressors to large law firms, the ramifications of which are yet to be fully felt or understood. How will the move to $190,000 entry-level salaries change the global landscape of the legal market? How will it impact law firm economics, recruiting, and professional development? Will it drive further segmentation in the market for legal services? In the wider context of the global landscape, our speaker will discuss the changes in salaries, profits per partner, the future of summer programs and lateral hiring, and practice area work flow interruptions. Following another year of great change in the legal market, how much will the legal landscape shift?

James W. Jones, Principal, Legal Management, Resources LLC and Senior Fellow, Center for the Study of the Legal Profession, Georgetown University Law Center

CONCURRENT SESSIONS 11:00 AM–12:15 PM

Legal Training that Resonates: What Works and What Doesn’t
This session will analyze the traditional methods used for legal skills training by law firms and, through the results of a comprehensive survey, assess what training works and what doesn't. The speakers designed and conducted a survey on training environments, methods, topics, the use of technology, and trends. Survey participants included both lawyers (a wide spectrum based on age, generation, title, and practice area) and PD professionals. The speakers will share their legal training approaches, compare them against what educators and neuroscientists suggest as the most effective form of teaching, and present the results of the survey.

David Dokas, Legal Trainer and Former Litigator
Tamesha Keel, Career Development Manager, Foley & Lardner

Own Your Time: Take Control of Busy Days
Law firm and law student professional development is a challenging profession with constant demands on your time. Strong productivity skills are crucial to serve effectively as a PD leader in your organization. This session will address the top productivity challenges faced by all busy professionals: too many interruptions, conflicting priorities, and information overload. The speaker will outline practical strategies you can use to focus on the key aspects of your role and stay out of reactive mode. The session will also provide tools to successfully implement these strategies and incorporate them in your day-to-day routine.

Ann Gomez, Productivity & Leadership Consultant, Founding President, Clear Concept Inc.

#SponsorHer: Navigating Sponsorship in the Wake of #MeToo
We all know the critical role sponsorship plays in the advancement of women and lawyers of color. Successful sponsorship initiatives broaden visibility, accelerate key development opportunities, and promote access to critical relationships across business. But a recent survey exposed the troubling statistic that the number of male managers who report feeling uncomfortable mentoring women, socializing with them, or working alone with them, has nearly tripled in the wake of #MeToo. When the majority of senior leaders in the legal industry are men, how do we ensure that the rise of the #MeToo movement is not inhibiting the development of those critical sponsorship relationships? Panelists will share their experiences and best practices for creating and participating in a successful, sustained law firm sponsorship initiative, and share their thoughts on ways to ensure that fears of #MeToo don't derail our efforts to develop and advance the pipeline of diverse and female attorneys.

Kate Elmer, CEO, Leadership Coach for Nebo, and Founding Director of Georgetown University's Institute for Transformational Leadership (ITL)

Additional Panelists TBA

Succession and Retirement: PD’s Role in Ensuring Successful Transitions
PD professionals focus on lawyers’ careers, beginning with the integration of new lawyers into the firm and continuing on through partnership. But what about the other end of the career spectrum? One-third of law firm equity partners are at or approaching retirement age. These lawyers and their firms need to plan a process for retirement that addresses the needs and concerns of the firm, senior lawyers, and clients. This program will examine the challenges involved and present strategies that PD professionals can use to deal with them, including training, mentoring and coaching, succession management, and law firm alumni programs.

Ida Abbott, President, Ida Abbott Consulting
Sonia Menon, Chief Operating Officer, Neal, Gerber & Eisenberg LLP
Training “Intrapreunerial” Associates to Become Entrepreneurial Lawyers

Junior associates in their first through fourth years of practice wake up each morning to a hard truth: they need to generate business in order to become a partner, but most have not developed the skill set, judgment, and management skills necessary to bring in business at this level. Before focusing on solving the problems of those outside of the firm by engaging in entrepreneurship, young associates should become “intrapreneurs” within their firms by focusing on building their networks, honing skills, and gaining confidence through internally-focused initiatives. This session will share ideas and provide actionable takeaways to build associate intrapreneurs.

Jay Harrington, Owner/Chief Strategist, Harrington Communications

Win with Words: How to Eliminate Misunderstandings with Exceptional Communication

Misunderstandings can cost us money, time, relationships, and joy. As a medical malpractice lawyer, I saw how misunderstandings can lead to death. This session will explore how to reduce misunderstandings at work, at home, and in our own self-talk. We are constantly communicating, and in the legal profession the words we use are vitally important. Learn how to talk so that misunderstandings become less common and more easily overcome. Interactive exercises will demonstrate the power of perception, the curse of knowledge, and what a blindfold can teach us about voices. Bring home tools that will help you and others around you win with words.

Heather Hansen, CEO, H2Spark

Lunch 12:15–1:15 PM

This networking lunch is included in the registration fee.

CONCURRENT SESSIONS 1:30–2:45 PM

Best Practices in Women’s Initiatives: What Your Women Want and Need

How do you know what the members of your women’s initiative want or need, or what is top of mind? Is your planning and programming practical and effective and are you meeting the needs (short and long-term) of the women in your organization? This panel will share best practices to ensure you are meeting those needs, including getting buy-in from firm leadership and the women in your organization.

Michele Bendekovic, Director of Diversity & Inclusion, Bass Berry & Sims
Andy Colón, Chief Talent Officer, Thompson Hine
Nirvana Dove, Assistant Director of Employer Relations, Georgetown University Law Center

Cracking the Leadership Presence Code: Enhancing Your Credibility Factor

“Leadership presence” is a set of behaviors that enable you to project confidence and competence with colleagues and clients. While some people are born with this skill, most of us need to learn it. This session will show you how a few simple behavioral changes can have a dramatic impact on your effectiveness. Hear about research-based best practices that offer ways to avoid common pitfalls or unconscious sabotaging behavior. In this interactive session, we will share enabling insights, practical strategies, and tools you can use to cultivate and enhance your presence and your credibility. Learning which behaviors support your credibility and which do not will free you to take actionable steps to maximize your own unique and authentic leadership style.

Susan Dunlap, Principal, Susan Dunlap & Associates
James Lovelace, Director of Talent Development, Pillsbury Winthrop Shaw Pittman LLP
Joanne Svikhart, President, JQS Consulting

Enhancing Your Professional Development by Implementing “The Seven Habits”

The Seven Habits of Highly Effective People is one of the best-selling self-help books of all time. Its strategies have been taught throughout the world. There is a reason: the principles resonate with people from all backgrounds and of all ages. During this session, the panelists will discuss key concepts from Stephen Covey’s life-affirming book to offer practical advice for law school and law firm professionals on gaining greater control over their mental, emotional, physical, and spiritual health.

Lawrence Center, Leadership Coach, Georgetown University Law Center and Center Leadership Coaching, LLC
Kay Nash, Chief Talent Officer, Wiley Rein, LLP

Finding the Professional You: Acclimating Associates to the “Real World” of Client Service

Now, more than ever, legal employers must teach junior lawyers how to “adult” as much as teaching them to lawyer. The task of getting up to speed in today’s fast-paced legal market can seem so steep that concepts of client service are often set aside as above the paygrade of junior lawyers. Yet as much as new lawyers must be prepared for the universal challenges of entering the “real world” of the legal practice, we can’t lose focus on the ultimate goal of client service. In this interactive session, we’ll hear directly from a client on firms’ blind spots regarding associates’ role in building strong client relationships. How can lawyers gain that professional edge by getting to know their clients, their organization, their professional selves, and their practice? Discussion topics will include developing even the most junior lawyers to be trusted advisers (not simply conduits), understanding the potential impact (good or bad) of every client interaction, and learning what the law as a "service business" means in practice.

Victoria Coyle, Founder, Leading Legal Practice
Julie Ledermann, Executive Director and Assistant General Counsel, J.P. Morgan


An important change is taking root in law firms across the country. Firms have begun using internal career coaches to help lawyers navigate increasingly dynamic — and unpredictable — career paths. Successfully implementing a career coaching program can offer firms a meaningful opportunity to engage their lawyers and enhance their talent development initiatives. But coaching programs are routinely met with skepticism, fear, and an elephant in the room asking, “Why would my firm invest in a program to help lawyers think about leaving?” This session has a simple aim — to demystify career coaching. Join us to hear...
from several internal career coaches and an external coach what career coaching is, how it's done, and why it's critical to your firm's success. And, to be sure, we will discuss the many elephants in the room.

Kevin Agnew, CareerLink Coach, Kirkland & Ellis LLP
Jeanna Beck, Senior Manager of Career & Professional Development, Arnold & Porter
Kara Dodson, Coach, Volta Talent Strategy
Gianna Karapelou, Director of Professional Development, Richards, Layton & Finger, P.A.

Law School Benchmark Models for Key Competencies Law Firms Want

ABA accreditation required all law schools to post competency-based learning outcomes on their websites by May 31, 2018. Competency-based education means that the next step for each law school will be to develop benchmark models outlining stages of development for each competency listed in the law school's learning outcomes, much as larger law firms have already done. Since February 2017, the Holloran Center has coordinated national working groups to create benchmark models for five of the most common competency-based learning outcomes: self-directed learning, teamwork/collaboration, cross-cultural competency, honoring commitments, and integrity. This session will report on these models and discuss the next steps in the process.

Neil Hamilton, Thomas and Patricia Holloran Professor of Law and Co-Director of the Holloran Center, University of St. Thomas School of Law
Kendall Kerew, Clinical Assistant Professor and Director, Externship Program, Georgia State University College of Law
Jerome Organ, Professor of Law and Co-Director of the Holloran Center, University of St. Thomas School of Law
Carwina Weng, Clinical Professor of Law and Director, Disability Law Clinic, University of Indiana School of Law

CONCURRENT SESSIONS 3:00–4:15 PM

Don't Let Them Get Stuck in the Middle: Training and Developing Midlevel Associates

The transition to midlevel associate is one of the toughest in the lawyer lifecycle. They may be managing the work of others, getting direct client contact, building a brand internally and externally, beginning to understand business development, and exploring career options ... maybe for the first time and all at the same time. And this all occurs at a time when retention pressure is the highest, given these associates’ profitability and marketability. This panel will share best practices for training, developing, coaching, and retaining midlevels. Topics will include workshops and retreats; teaching to manage up, down, and across; expanding a business development mindset; and coaching for career ownership.

Kristin Heryford, Manager of Professional Development, Cooley LLP
Jennifer Little, Manager of Attorney Development, Haynes and Boone LLP
Joshua Troy, Associate Director of Professional Development, Blank Rome LLP

If Outplacement Were a Movie, You'd Have a Starring Role

Are you doing your part to build a supporting cast for lawyers during transitions? Firms that provide periods of working notice should play key roles in helping lawyers position themselves for the next phase while still in place. By giving actionable feedback, networking support, and outplacement coaching while the lawyer is still employed at the firm, you enhance the transition process, create good feelings, enable the lawyer to transition without a gap in his or her resume, and develop a successful, positive alum. Come to this session and learn how to create win-win transitions for your firm and your lawyers.

Emily Daughters, Director of Professional Development, Brown Rudnick, LLP
Mark Newall, Partner, Essex Partners/Keystone Partners Legal
Colleen Torell, VP & Senior Consultant, Keystone Associates/Keystone Partners Legal

Increase Your Personal Power to Influence Others – Kryptonite Not Required

Do you ever wish you had super-human powers that allowed you to mind bend a partner’s decision on an important program? In this session, learn how to attract stakeholders to your cause and leverage your personal power to motivate them to action. No truth lassos or kryptonite required! During this session, determine whether you have the credibility, trust, and relationships to influence others by evaluating yourself against ten power attributes, explore power behaviors in small group discussions, and create an influence strategy using a program workbook. Come prepared with an idea of a specific situation or person that you would like to influence.

Susan Briggs, Sr. Manager of Professional Development & Training, Ropes & Gray

Perfectly Human: Destigmatizing Lawyer and Law Student Well-Being by Creating a Culture of Compassion

The research is out, the profession is primed, but how do we help lawyers make their own well-being a priority? Despite knowing that innovation and growth requires trial and error, the ability to learn from mistakes, and the resilience to bounce back from failures, the legal profession is slow to value these same traits in our lawyers. Our profession is still plagued by a culture of secrecy and fear of making mistakes or seeking help when needed. This session will discuss how to destigmatize mental health, substance use, and the need for self-care by creating a culture of compassion in law firms and law schools. Panelists will provide specific and concrete action plans that will allow even the most rigid of structures to begin to work towards a profession where our lawyers are thriving. One step at a time, we will provide guidance on how to start growing a profession where lawyers are valued for being perfectly human.

Anne Brafford, Owner, Aspire Legal
David Iaffe, Associate Dean for Student Affairs, American University Washington College of Law
Casey Ryan, Global Head of Legal Personnel/Partner, Reed Smith
Courtney Wylie, Professional Development Coordinator, Drinker Biddle & Reath LLP

Taking Charge of Your Career: Practical Tips for Advancement

As talent acquisition/management and law school career services professionals, we are responsible for assisting others with their career development. Ironically, many of us do not think strategically about our own development and job satisfaction. In this session, presenters will discuss their career trajectories and offer career development strategies for PD, recruiting, and law school career services professionals.

Miriam Benor, Manager of Talent Development, Pillsbury Winthrop Shaw
Using Design Thinking to Deliver Better Legal Solutions

Nearly every industry is now using design thinking to find creative and more effective solutions to real life problems. It led the best hospitals to borrow cues from great hotels. It helped take Airbnb from a struggling startup to a major player in lodging. The same principles can help lawyers take a fresh look at how they do what they do.

Learn how the problem-solving approach of design thinking can help lawyers deliver better client service and improve legal operations, hear what the DOJ is already doing to help its lawyers incorporate design thinking into their practice, and explore how you can apply design thinking to lawyer professional development in your own organization.

Daniel Yi, Senior Counsel for Innovation, Department of Justice – Civil Rights Division

CONCURRENT SESSIONS

A Long Engagement: How to Build a Culture of Self-Directed Learning

More schools and firms are shifting from a teaching culture to a learning culture around professional development. How can we help our students and lawyers take responsibility for acquiring and strengthening all of the competencies they need to serve clients? Using examples and outcomes from their organizations, panelists will discuss the elements of a learning culture and ideas for building self-directed learning skills with intention. The session will explore the drivers of “a long engagement”— social psychology research that can be applied to develop and inspire lawyers to be self-directed in their learning for their whole careers.

Susan Manch, Chief Talent Officer, Winston & Strawn, LLP
Dr. Larry Richard, Founder & Principal Consultant, LawyerBrain LLC

Best Practices for Real (e)Learning

The literature is clear: whether online or in person, learning effectiveness depends on methods. Online learning often outperforms in-person instruction in studies, largely because online learning has been more likely to use better methods. Many of these “better” methods (e.g., realistic simulation and practice, feedback, and spaced repetition) we employ intuitively — no doubt, many of us intentionally. Attend this session to learn best practices and teaching methods that actually lead to learners — well, learning. Leave this session with a renewed, comprehensive understanding of the teaching methods that the science backs up, ready to employ them with intention.

Michael Bloom, Founder, Praktio

Defeating Digital Distractions: How to Engage Mindfully with Technology

Modern technology often feels addictive, and this is no accident. Smartphones, apps, and social media platforms are precision-engineered to grab our attention and keep us coming back. It is up to us to learn to use technology skillfully so that it enhances, rather than erodes, our productivity and well-being. In this session, we will do just that. We will explore how PD professionals, lawyers, and law students can minimize the disruptive impact of their digital devices so they can enjoy the benefits of technology while avoiding the pitfalls. The session will draw on mindfulness, cognitive psychology, user experience design, and digital product philosophy.

Donna Branca, Director of Strategic Leadership, Blank Rome LLP
Jon Krop, Founder, Mindfulness for Lawyers
Developing Emotionally Intelligent Lawyers

Lawyers are trained to use reason and logic to analyze issues, leaving emotions at the door. Yet research shows that the greatest leaders in every field are those who rank high in emotional intelligence. How then do we reconcile the two concepts so that we develop lawyers as effective leaders? Do the skills that make someone a great lawyer run counter to the skills necessary to be an emotionally intelligent leader? This session will explore how emotional intelligence creates more successful and innovative lawyers and leaders in the legal profession and how to create programs that help develop emotionally intelligent lawyers.

Scott Connolly, Managing Director of Litigation and Regulatory Services and Director of Professional Development, Drinker Biddle & Reath LLP
Courtney Wylie, Professional Development Coordinator, Drinker Biddle & Reath LLP

Helping Your Lawyers Unlock Their BD Superpowers

Each year law firms commit ever more resources to help lawyers cultivate the mindset and skills needed to develop business. Much of the training and coaching of senior associates and partners focuses on the strategy, process, and necessary activities of business development. To succeed, however, lawyers need help confronting predictable roadblocks, including lack of confidence and clarity, fear of asking for business, hesitancy to self-promote, and inability to find time in a busy schedule. In this session, we will share the lessons learned as coaches to help you support your lawyers to build on their strengths, overcome obstacles and resistance, and become business development superheroes.

Kara Dodson, Coach, Volta Talent Strategy
Lane Vanderslice, Coach, Volta Talent Strategy

The Impact of Incivility

We have all heard stories of incivility in the legal profession. The impact of this communication on the well-being of lawyers is significant, but what can we do about it? This is precisely what Fringe Professional Development and the NALP Foundation are researching. What exactly is incivility, how can firms measure it, what is the impact, and most importantly, what can you as PD professionals do about it? Attend this session to get a preview of this research and hear some of the latest recommended best practices on how to manage this obstacle to creating positive environments where lawyers can thrive.

Rachael Bosch, Managing Director, Fringe Professional Development
Tammy Patterson, CEO & President, The NALP Foundation

Artificial Intelligence: PD in the Age of Robots

Much has been written about the impact of Artificial Intelligence on legal practice areas like litigation and contracts, but how will AI impact the PD function at a law firm? Come learn about the robots and what types of legal training processes might be automated in the future. We will find out how AI could redefine the role of the PD professional and how we can prepare for changes in our profession.

Amy Halverson, KM, Research & Information Services Director, Wilson Sonsini Goodrich & Rosati
Serena Miller, Senior Manager of Professional Development, Wilson Sonsini Goodrich & Rosati

Carrots and Sticks: Persuading Partners to Partner with PD

To make your programs and initiatives as effective as possible, you need partner buy-in and support. So how do you get your partners to sponsor, mentor, provide effective feedback, train, and teach? Do you encourage them with the carrots of awards and rewards, or can you use sticks to get their active participation? The panel will explore how to motivate your partners to partner with PD. The panelists will share best practices in what firms are doing to reward those partners who are active participants in associate professional development, as well as penalties or repercussions for those partners who don't support PD initiatives. Topics will include awards and rewards programs as well as tools such as Upward/360 Reviews, mentoring circles, partner panels, and train-the-trainer programs.

Stacey Kielbasa, Director of Talent Development, Diversity, and Human Resources, Chapman & Cutler
Kia Scipio, Diversity & Inclusion Manager, Fish & Richardson, P.C.
Don Smith, Director of Professional Development, Fried Frank

Coaching: A Powerful Tool to Enhance Diversity & Inclusion Initiatives

Diverse lawyers from summer associates to partners face unique challenges that their white counterparts do not. From implicit to explicit bias, these challenges can create internal blocks for diverse lawyers that can impact how they are perceived by others, as well as their confidence, engagement, technical performance, stress levels, and overall success. With its individualized approach, ability to eliminate blocks, and create a safe, objective, and confidential space, coaching is an invaluable tool for diverse lawyers. Hear from a lawyer who leveraged coaching in her path to partnership, the coach she worked with, and two diversity and inclusion professionals.

Diane Costigan, Director of Coaching, Winston & Strawn LLP
Tanisha James, Partner, Cooley LLP
Sylvia James, Director of Diversity & Inclusion, Winston & Strawn LLP
Amie Santos, Director of Diversity & Inclusion, Cooley LLP

Professional Development from the Podium: Why Us, Why Now, and How

As law schools move in the direction of outcomes-based education and commit to experiential learning, this is an opportune time to consider ways that we, as career and professional development advisors, can contribute to law school professionalism and lawyering skills programs — including by serving as faculty! To date, 30+ law schools have created

Lunch

11:45 A.M.–12:45 P.M.
This networking lunch is included in the registration fee.

Law School Member Roundtable

11:45 A.M.–12:45 P.M.
Join other law school members at a special luncheon to discuss new ideas and hot topics in law student PD.
formal professional development curricula for 1Ls, and far more schools have dramatically expanded externship offerings for 2Ls and 3Ls in response to new ABA requirements. Given the significant overlap between our roles on the front lines of professional development and the foundational skills tomorrow's lawyers need to thrive, we are poised to help close the gap between law school learning and practice readiness and to guide students through professional identity formation. Panelists will share their paths toward teaching, leading attendees through the universe of faculty positions and other teaching roles, the unique and sometimes intimidating application process, barriers in terminology and approach when connecting with doctrinal faculty, and resources to consult when considering and applying for a faculty role. We will also discuss the role that part-time teaching and blended teaching roles can play in career development and planning for advisors, as well as for law firm professionals.

Rupa Bhandari, Assistant Dean & Adjunct Professor, Office of Career Management, Santa Clara University School of Law
Ann Chernicoff, Principal, Potamus Consulting LLC
Kristen Hulse, Assistant Professor of the Practice of Law, University of Denver Sturm College of Law

Roadmap to Operationalizing Well-Being: What’s Working and What’s Possible?
No longer the elephant in the room, lawyer (un)well-being has been elevated to a serious business and professionalism issue. Citing off-the-chart rates of mental illness and substance abuse, the Task Force Report on Lawyer Well-being calls on all of us to do more to build sustainable well-being. But what does well-being look like in our lawyers, law firms, and law schools? How do we get there? Do we really need to hire consultants? How can we readjust existing programming and redirect resources? This session uses real case studies to demonstrate what’s working and what’s possible. Through interactive exercises, participants will flag their unique challenges and opportunities and come away with at least three concrete steps to move the well-being agenda forward.

Joanne Schaefer, Stress Resilience Change Agent, JSchaefer Coaching

Growth Mindset: Increasing Lawyer Performance and Resilience
A “growth mindset” is the belief that abilities and talents are malleable, rather than fixed traits. Research indicates that people with a growth mindset perform better because they are more likely to learn from their mistakes, set lofty goals, and remain resilient in the face of challenges. Additionally, teams that foster a growth mindset culture are more collaborative and inclusive leading to more effective problem-solving. These benefits are magnified in challenging, fast-paced environments, like law firms. This session will help PD professionals understand the benefits of teaching a growth mindset and share practical strategies for doing so effectively.

Ada Thatcher-James, Consultant, Paradigm

Tell Me and Tell Me Often: Advances in Feedback Systems
You've heard the buzz for a while now. In response to calls by our newest generation of associates for more constructive criticism and praise, more and more firms are throwing out the traditional performance review model for one of ongoing feedback. Come learn how firms conceptualized and designed new feedback systems, successfully achieved management and attorney buy-in, and launched their programs. Panelists will share their lessons learned, the benefits they have seen, and the challenges they had to overcome — and how you, too, can get this to work at your organization.

Halla Elias, Director, Professional Resources, Borden Ladner Gervais LLP
Marian Lee, Founding Principal, Career Reinvention, LLC
Joe Maguire, Senior Professional Development Manager, Reed Smith
Melissa Neulander, Director of Attorney Talent – Americas, Hogan Lovells LLP

The Convergence of Professional Development, Marketing, and Technology
As more professional development programs incorporate “soft skills” that employ marketing themes and technology to help individuals execute what they learn, PD, marketing, and technology increasingly converge. This panel discussion, moderated by Ari Kaplan, will feature perspectives from leaders in law firm PD, diversity, business development, and project management, who will share best practices for collaborating, securing approvals, programming, integrating staff, and creating a unified approach to shared initiatives.

Ari Kaplan, Principal, Ari Kaplan Advisors
Michael Mellor, Director of Marketing and Business Development, Pryor Cashman LLP
David Rueff, Shareholder and Legal Project Management Officer, Baker, Donelson, Bearman, Caldwell & Berkowitz, PC
Michelle Wimes, Chief Diversity and Professional Development Officer, Ogletree, Deakins, Nash, Smoak & Stewart, PC

Family Matters 2.0: Coaching Experienced Lawyers through Times of Transition
Lawyers often face personal challenges over the course of their careers, whether raising children with developmental difficulties, adjusting to altered marital status, caring for an aging parent, dealing with addiction, or preparing for an empty nest. Law firms can help retain lawyers experiencing personal difficulties or hitting milestones in their lives by providing clear, targeted assistance, including support and coaching, stress management help, and direct access to the a host of relevant resources. Our panel of internal and external coaches will address these issues and help you guide your lawyers through these inevitable challenges and changes in personal circumstances that can profoundly impact their professional lives.

Carrie Marker, Director of Counseling and Planning, Akin, Gump, Strauss, Hauer & Feld LLP
Jennifer Rakstad, Career Development Advisor, Mayer Brown
Julie Remer, Managing Director, West Coast, Greiner Consulting Group

CONCURRENT SESSIONS 2:15–3:30 PM

Meeting Adjourns 3:30 PM

MCLE is available for this conference.
Plan now to be part of an event that will target and refine your lawyer professional development efforts. If you are responsible for any aspect of lawyer or law student training and professional development — whether for a law firm, corporation, government agency, or law school — attend the 2018 Professional Development Institute to:

- Learn how to help your lawyers and law students thrive in the current environment;
- Explore successful practices with experts and leaders in the field; and
- Build invaluable connections with colleagues.

Training for you means greater professional development opportunities for your lawyers and law students. Get the latest information and practical skills to keep your professional development program one step ahead.

The acclaimed PD Management Foundations course will be offered as a pre-conference workshop. This three-hour workshop features comprehensive training specifically geared toward those newer to lawyer professional development. If you are new to the PD profession, or transitioning to a new role in your organization, you can't afford to miss the PD Management Foundations workshop!