



## THE LCLD SUSTAINABLE PARTNERSHIP PROGRAM

### Purpose

LCLD has made great strides in implementing structured, national programs that support diversity and inclusion efforts in the legal industry. As the LCLD community expands, grows, and matures, we are looking to provide impactful, tailored support for our cohort at every stage of career development.

After a period of time, professional growth can stall for many diverse attorneys. We believe that this issue disproportionately affects diverse law firm partners and in-house counsel, who may have fewer opportunities to develop critical mentoring and sponsorship relationships that will support them throughout their career.

The Sustainable Partnership Program (“SPP”) is an attempt to further develop this network and support in a structured fashion. Focused on building meaningful connections locally, the SPP brings together a small number of new law firm partners and in-house attorney decision-makers from the same geography. These professionals meet formally over the course of three group meetings (“Sessions”) and informally once a quarter in pairs through a Peer Partnership Program.

The participating in-house attorneys benefit from the networks they cultivate with outside lawyers who keep them aware of industry development. The benefit to the participating law firm attorneys is the opportunity to access in-house decision-makers who can serve as sounding boards and provide substantive feedback to help the attorneys continue to build books of business and succeed within their firms.

Participating in-house attorneys are not required to give work to SPP law firm participants. If a law firm partner receives work, that may be a benefit—but it should not be an expectation. Instead inside and outside counsel attendees will focus on ways to be helpful to their SPP colleagues.

## San Francisco Bay Area 2019 SPP

The SF SPP Sessions are sponsored by HP, Clorox and Coinbase (“Sponsoring Companies”). Senior in-house attorneys from the Sponsoring Companies and law firm partner participants will attend three Sessions over the course of the year.

Each of the three Sessions is designed to address a crucial aspect of developing a sustainable partnership:

- 1) How to build relationships and pitch for work—May 30, 2019
- 2) How to address the decline in numbers of women and minority partners—October 2019
- 3) Law firm management secrets, including topics like how relationship partners are selected and how origination credit is assigned—March 2020

The Sponsoring Company attorneys will also be matched one-on-one with law firm partner participants in the Peer Partnership Program. Matched attorneys agree to meet once a quarter and participate in mutually beneficial “two-way street” mentoring. LCLD will provide discussion prompts and guidance to pairs to help start Peer Partnership Program discussions.

## Logistics

### Pre-requisites:

- Applicants must be an Alumni of the LCLD Pathfinder or Fellows program
- The program is designed for newer partners (less than 7 years after making partner).
- Applicants must submit completed application (attached) and law firm managing partner approval by May 17, 2019.

### Expectations:

- In-person attendance at all three Sessions required.
- Create 2-3 minute “elevator speech” pitch to be delivered at one Session for feedback from Sponsoring Companies.
- Quarterly meetings with paired attorney in Peer Partnership Program. These meetings are recommended to be in person but not required.

Travel Costs: Events will be local to San Francisco Bay Area, but law firms are to pay for any law firm partner participant travel that may be required.

Fees: If a law firm partner is selected to participate, a fee of \$1,000 must be paid to LCLD by May 30, 2019 to be used toward the SPP events. If payment of this fee presents a financial hardship, please contact Erin Hess (ehess@lclldnet.com) to discuss possible fee waivers.



## APPLICATION

1. Name: \_\_\_\_\_
2. Firm: \_\_\_\_\_
3. Address: \_\_\_\_\_
4. Partnership Year: \_\_\_\_\_
5. Title or Equity/Non-equity: \_\_\_\_\_
6. LCLD Pathfinders or Fellows Class Year: \_\_\_\_\_
7. Area(s) of Specialty: \_\_\_\_\_
8. Briefly describe your business plan for 2019-2020 and how you have developed your overall business strategy:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
9. Briefly describe your practice goal(s) for the next 3-5 years: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
10. List Leadership Positions (Firm or Other): \_\_\_\_\_  
\_\_\_\_\_
11. Why do you want to participate in SPP? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

12. What you believe are the top three challenges facing diverse law firm partners:

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

13. What benefit participation in SPP will bring to your law firm: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

14. What benefit participation in SPP will bring to the Sponsoring Companies' attorneys:

\_\_\_\_\_

\_\_\_\_\_

15. If selected to participate, I acknowledge that a fee of \$1,000 must be paid to LCLD by May 30, 2019 to be used toward SPP programming:

Signed \_\_\_\_\_

16. Managing Partner Approval:

Signed \_\_\_\_\_

17. Date \_\_\_\_\_

Signed applications must be submitted as an attachment to an email (Subject: "SPP Application") sent to Erin Hess at LCLD. Her email address is ehess@lclldnet.com.