

Leadership Council on Legal Diversity 2016 Fellows Program Prospectus

Fellows Program Purpose

The Fellows Program is designed to connect high-potential attorneys from preeminent organizations for a year-long professional development series that focuses on leadership, personal brand development, and relationship building. The program employs a range of training methods and networking opportunities available exclusively to Fellows: (1) in-person meetings; (2) Leadership Lunches; and (3) Learning Experiences (each described below). A unique feature of the Fellows Program is that it provides the Fellows opportunities at each of these events to learn from the top leaders in the legal profession.

After the Fellowship year, the Fellows become Fellows Alumni and have the opportunity to participate in the Fellows Alumni Program. The Fellows Alumni Program allows the Fellows to continue to network with Fellows from other classes all over the country, and continue their professional growth through regional Fellows Alumni events and the Annual Fellows Alumni Conference.

Fellows Program Components

The Fellows Program is an intensive commitment that requires Fellows to travel to a variety of events. LCLD Member organizations should be sure to confirm that their Fellow is aware of the travel requirements and is committed to attending all events.

In-Person Meetings

The Fellows Program utilizes a curriculum developed exclusively for the Leadership Council on Legal Diversity (LCLD), which focuses on leadership, personal brand development, and relationship building. In-person meetings include panel and guest speaker presentations, small group discussions, and peer mentoring. Leadership training at the in-person meetings focuses on executive presence as well as the development of self-awareness, management skills, and emotional intelligence.

A commitment to the Fellows Program requires attendance at all three (3) in-person meetings at key points during the Fellowship year:

1. March 4-6, 2016: Austin, TX
2. September 2016: Exact Dates and Location TBD
3. March 2017: Exact Dates and Location TBD

Learning Experiences*

Learning Experiences are hosted by LCLD Member corporations and available exclusively to LCLD Fellows. They are day-long, interactive, professional development events that allow Fellows to interact with key legal and business leaders of large U.S. corporations. Learning Experiences provide each Fellow with unique insight into the drivers of competitive advantage and the essential role that in-house counsel and outside counsel play in contributing to the success of the businesses that they advise. Fellows are required to attend at least one Learning Experience during their Fellowship year.

Leadership Lunches*

Leadership Lunches are hosted by LCLD Member law firms and corporations in cities all over the United States and are also exclusively available to Fellows. In general, each lunch features a Managing Partner and General Counsel. Attendance at each Leadership Lunch is limited to fifteen (15) Fellows to provide the Fellows a meaningful opportunity to meet the speakers and learn from their personal experiences and professional development advice. Fellows are required to attend at least one Leadership Lunch during their Fellowship year.

**LCLD will notify Fellows of the RSVP procedure for Learning Experiences and Leadership Lunches. Note that LCLD Member General Counsel and Managing Partners host these events, and that last-minute cancellations by Fellows are not viewed favorably. Whenever possible, we discourage Fellows from backing out of these events once they have registered.*

Fellows Alumni Program Overview

Fellows are encouraged to remain active in the growing and evolving Fellows Alumni Program after graduating from the Fellows Program. The program is led by the Fellows Alumni Executive Council, which also includes Fellows Class Liaisons and the chairs of six (6) committees dedicated to supporting the Fellows Alumni personally and professionally.

Fellows Alumni are active in every city in which LCLD Fellows reside. Regionally, Fellows Alumni plan and participate in CLE, mentoring, pro-bono, and LCLD Member development events. Fellows Alumni also participate in LCLD pipeline programs as mentors and meaningfully contribute to the professional development of diverse law school students.

Fellows Alumni also plan the Annual Fellows Alumni Conference, where they develop the agenda and select speakers to address relevant professional development topics. The conference is an exceptional opportunity for Fellows to continue to build peer-to-peer professional relationships.

Overwhelmingly, the Fellows Alumni Program allows Fellows to continue their professional development and connects each alumnus with an ever-growing network of accomplished and high-performing attorneys. For more information about the LCLD Fellows Alumni Program, please visit <http://www.lclldnet.org/programs/fellows-alumni/>.

Candidate Requirements, Fees, and Selection Process

Candidate Requirements

Members are encouraged to nominate mid-career emerging leaders who have distinguished themselves within their corporation or law firm. Attorneys with eight (8) to fifteen (15) years of experience will benefit most from participation in the Fellows Program. Ideal candidates will have a career history that reflects strong performance and leadership skills, such as the following:

- **Impact Player:** Widely recognized as indispensable to key clients and teams, routinely demonstrates high levels of initiative, and performs beyond what is expected.
- **Institution Builder:** Reflects a deep sense of engagement (intellectually and emotionally) in the organization and has a history of meaningful investment in attorney mentoring and professional development.
- **Leadership Candidate:** Identified as being on a trajectory directed towards leadership positions within the organization.

Fees and Expenses

- Corporate LCLD Members in the *Fortune 500* category: \$2,000 covers participation for two (2) Fellows. For all other corporate Members: \$1,000 covers participation for two (2) Fellows.
- Law Firm LCLD Members in *The National Law Journal 350* category: \$2,000 covers participation for one (1) Fellow. For all other law firm Members: \$1,000 covers participation for one (1) Fellow.

Member organizations are also encouraged to cover their Fellow's travel expenses for each of the three in-person meetings, Leadership Lunches, and Learning Experiences.

Selection Process and Timing

All LCLD Fellows must be selected by their respective General Counsel or Managing Partner. Formal nominations are then made through the online LCLD Fellow Nomination Form at www.lclldnet.org/nominate. This is the exclusive method of entry into the Fellows Program. **The 2016 Fellows Program nomination period is December 2, 2015 through January 22, 2016.**

LCLD will notify Fellows of their selection soon after the nomination form has been submitted, and the Fellows will receive welcome packages in January or February of 2016.

For more information about the LCLD Fellows Program, please visit: www.lclldnet.org/programs/fellows/.

