

# Leadership Council on Legal Diversity 2019 Pathfinder Program Prospectus

## Pathfinder Program Purpose

The Pathfinder Program is designed to connect high-potential attorneys from preeminent organizations for a six- to seven-month professional development series that focuses on foundational leadership skills, professional networks and relationship building skills, and career development strategies. The program employs a range of training methods and networking opportunities available exclusively to Pathfinders: (1) in-person meetings; (2) E-Learning Modules; (3) Peer Circle Learning Groups; (4) Compass Conversations; and (5) Program Facilitator interactions (each described below). A unique feature of the Pathfinder Program is that it provides the Pathfinders opportunities at each of these events to learn from leaders in the legal profession.

## Pathfinder Program Components

The Pathfinder Program is an intensive commitment that requires Pathfinders to travel to some events. LCLD Member organizations should be sure to confirm that their Pathfinder is aware of the travel requirements and is committed to attending.

### In-Person Meetings

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

A commitment to the Pathfinder Program requires attendance at both in-person meetings at the beginning and end of the Pathfinder experience.

- May 16-18, 2019 (Eli Lilly & Company, Indianapolis, IN)
- Late October/Early-Mid November 2019 (Further details to be announced)

### E-Learning Modules

E-Learning Modules are online experiential learning sessions. These short, interactive e-modules are packed with actionable advice and paired with action-oriented skill development assignments. Online learning is supported by Program Facilitators and Peer Circle Assignments, and is designed to provide Pathfinders with the implementation opportunities they need to internalize the Pathfinder curriculum and career-building practices. There are four E-Learning Modules on topics of Sponsorship, Career Management/Goal Setting, Interrupting Bias, and Time Management, and each

is available online and on-demand to accommodate the Pathfinders' busy schedules.

### Compass Conversations

These small-group regional gatherings of Pathfinders and LCLD Fellows provide an opportunity for Pathfinders to network with emerging leaders in the legal profession. In these sessions, Fellows (mid-career law firm and in-house lawyers) share personal experiences and professional development advice with Pathfinders in an informal breakfast or luncheon setting.

### Peer Circles

The Peer Circles are small groups of Pathfinders who work collaboratively throughout the program. These groups provide a setting where Pathfinders can make deeper connections with a small group of colleagues. Peer circles will meet during in-person meetings and via phone/email after completing each E-module.

### Program Facilitator Interactions

The Program Facilitator is the internal point of contact for the Pathfinder. The Facilitator works in the Pathfinder's organization and has a direct line to Pathfinder curriculum and materials through LCLD. Facilitators work to ensure that the Pathfinder curriculum is made relevant to the Pathfinder's workplace and that Pathfinders have a smooth and successful experience in the Pathfinder Program. LCLD Pathfinders interact frequently with their Program Facilitator over the course of their Pathfinder Program experience. LCLD sees the Program Facilitator as performing three roles: logistical, experiential, and cultural.

From a logistical perspective, we look to the Program Facilitator to be mindful of the major "milestone" dates and deadlines for the program and check in periodically with the Pathfinder to make sure they are aware of and focusing on program deadlines and keeping up with their online learning assignments (e-modules). We also see the Facilitator as a resource for the Pathfinder in integrating active participation in the program with the already challenging professional demands placed on a highly "in-demand" young lawyer. We look to the Facilitator to serve as a "sounding board" for the Pathfinder as they move through the program and to bring to LCLD's attention issues raised or challenges encountered by the Pathfinder that might assist us in optimizing and refining the program going forward. For its part, LCLD will, for purposes of the Pathfinder Program, communicate with the Program Facilitator as the organization's representative.

From an experiential perspective, we see the Facilitator as a senior and experienced professional with experiences of her/his own to share with the Pathfinder as they move through the program. As the Pathfinder progresses through the in-person and e-learning components of the program, we encourage the Facilitator to share their own insights with their Pathfinder as a means of further personalizing and enriching their Pathfinder's experience.

Lastly, from a cultural perspective, we see each Program Facilitator as a representative of their individual Member organization and bearers of the institutional "culture" of their firm or corporation. Our Pathfinders join us from a wide range of private firms and in-house legal departments and, by necessity, the program presents concepts and approaches that are of general applicability across the LCLD Member community. We look to each Program Facilitator to assist their Pathfinder in integrating the content of the program, specifically, with existing professional development programs and, more generally, with the institutional culture that makes your

organization unique.

LCLD stays in close contact with Program Facilitators throughout the course of the program and provides all the necessary resources Facilitators need to be effective in the role. However, the Program Facilitator is selected by the Pathfinder's organization. It is important that Member organizations be thoughtful in selecting the Program Facilitator for their Pathfinder.

Program Facilitators do not attend in-person meetings.

## **Candidate Requirements, Fees, and Selection Process**

### Candidate Requirements

Members are encouraged to nominate early-career emerging leaders who have, or have the potential to, distinguish themselves within their corporation or law firm. LCLD Member organizations may select Pathfinders from their organizations through the online Pathfinder Selection Form. This is the exclusive method of entry into the Pathfinder Program.

Each LCLD Member organization may select two candidates per year to become Pathfinders:

- Law firm candidates should have three-to-seven years of practice experience.
- In-house candidates should have three years or less of in-house experience, and less than eight total years of practice experience.

### Fees and Expenses

Participation in the program costs \$1,800 per Pathfinder for Member law firms, and \$1,800 for two Pathfinders for Member corporations.

Pathfinders are responsible for any travel and lodging expenses associated with participation in the LCLD Pathfinder Program and meal expenses associated with Compass Conversations. As a result, LCLD Member organizations should plan to cover travel expenses for their Pathfinder(s) to attend both In-Person Meetings and a Compass Conversation.

### Selection Process and Timing

Formal selections must be made through the online LCLD Pathfinder Selection Form at [www.lclldnet.org/select](http://www.lclldnet.org/select). This is the exclusive method of entry into the Pathfinder Program. The 2019 Pathfinder Program selection period is December 3, 2018 through February 8, 2019.

LCLD will notify Pathfinders of their selection soon after the nomination form has been submitted, and the Pathfinders will receive welcome packages in February of 2019.

For more information about the LCLD Pathfinder Program, please visit:

[www.lclldnet.org/programs/pathfinders/](http://www.lclldnet.org/programs/pathfinders/).