

# Leadership Council on Legal Diversity 2021 Fellows Program Prospectus

## Fellows Program Purpose

Founded in 2011, the Fellows Program is designed to connect high-potential attorneys from preeminent organizations for a year-long professional development series that focuses on leadership and relationship building. In 2021, the program will make a range of virtual training methods and networking opportunities available exclusively to Fellows: (1) Virtual Class Meetings; (2) Virtual Leadership Lunches; and (3) Virtual 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.

## Fellows Program Components

The Fellows Program is a serious, year-long commitment and LCLD Member organizations should confirm that their nominated Fellow is aware of the program components and is committed to being an active participant.

### Virtual Class Meetings

The Fellows Program utilizes a curriculum developed exclusively for LCLD, that focuses on leadership and relationship building. Virtual Class Meetings will include panel and guest speaker presentations, small group breakouts, and networking opportunities. Topics include the development of self-awareness, management skills, and emotional intelligence.

In 2021, LCLD plans for the three substantive class meetings to be held virtually; however, the meetings may be held in person if conditions allow. The virtual class meetings will be at key points during the Fellowship year:

1. March 4-5, 2021
2. June 24, 2021
3. Fall 2021: Exact Dates TBD

### Virtual Learning Experiences

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

### **Virtual Leadership Lunches**

Virtual Leadership Lunches are hosted by LCLD Member law firms and corporations. In general, each lunch features a Managing Partner and General Counsel. Attendance at each Virtual Leadership Lunch is limited to 15 Fellows in order to provide them with a meaningful opportunity to meet the speakers, learn from their personal experiences, and seek professional development advice. Fellows are encouraged to attend at least one Virtual Leadership Lunch during their Fellowship year.

### **Series of New Virtual Events**

Since LCLD plans for all 2021 events to be held virtually due to COVID-19, several new components have been added to ensure that Fellows continue to receive the high-quality professional development and networking opportunities for which the Fellows Program is known. Most of these events are designed specifically for Fellows, while others are open to the entire LCLD Community.

- ***Virtual Small Group Sessions:*** Continuing from 2020, there will be small group sessions where Fellows can meet others that share the same characteristics, interests, or practice areas.
- ***Virtual Professional Development Tracks:*** There will also be professional development tracks for both in-house and law firm Fellows that focus on the unique needs of each group. Each track will include several sessions led by former General Counsel, Fellows Alumni, and/or LCLD Members.
- ***Virtual Speaker Series:*** This series will highlight authors and leaders in the areas of leadership and career development.
- ***LCLD Language of Leadership:*** Monthly opportunities for the whole LCLD Community to hear advice from LCLD Member Managing Partners and General Counsel about leadership; resilience; and increasing diversity, equity, and inclusion within organizations.
- ***Additional Substantive Content:*** As new and relevant content arises during the program year, LCLD may add more participation opportunities for Fellows.

## **LCLD Alumni Program Overview**

Fellows are encouraged to remain active in the growing and evolving LCLD Alumni Program after graduating from the Fellows Program (graduates of the Pathfinder Program are included as well). The Alumni Program is led by the LCLD Alumni Executive Council, which also includes LCLD Alumni Class Liaisons and the chairs of five committees dedicated to supporting LCLD Alumni personally and professionally.

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

LCLD Alumni also plan the Annual LCLD Alumni Leadership Symposium, 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 LCLD Alumni network 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 Alumni Program, please [click here](#).

## 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 to 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.

### 2021 Fees and Expenses

In response to the ongoing impact of COVID-19, LCLD will conduct virtual programming until it is safe to meet in person. The virtual start to 2021 has allowed us to reduce program fees. For 2021:

- Corporate LCLD Members: \$2,000 covers participation for two Fellows and two [Pathfinders](#).
- Law Firm LCLD Members: \$2,000 covers participation for one Fellow and two [Pathfinders](#).

Should in-person meetings become possible in 2021, LCLD will reevaluate in-person meeting costs. Fellows will be responsible for any travel and lodging expenses associated with participation in the LCLD Fellows Program. As a result, LCLD Member organizations should plan to cover travel expenses for their Fellows to attend any Class Meetings, Learning Experiences, or Leadership Lunches.

### 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](http://www.lclldnet.org/nominate). **The 2021 Fellows Program nomination period is November 9, 2020 through the extended deadline of February 12, 2021.**

LCLD will notify Fellows of their selection soon after the nomination form has been submitted, and the Fellows will receive welcome packages in February 2021.

For more information about the LCLD Fellows Program, please [click here](#).

