

# 2022 Pathfinder Program Prospectus

The Pathfinder Program connects high-potential, early-career diverse attorneys from LCLD Member organizations for a seven-month professional development program focused on foundational leadership and relationship-building. The program provides participants with the opportunity to learn from top leaders in the legal profession as well as experts in the fields of learning and development and executive coaching. The 2022 program will be a hybrid model, consisting of virtual and in-person trainings, events, and networking opportunities.

## Program Components

The Pathfinder Program requires a serious time commitment from participants. Pathfinders are encouraged to attend all Class and Regional Meetings and actively participate in peer learning groups during their program experience.

**1 Class Meetings.** Designed to help Pathfinders develop leadership skills and career development strategies, Class Meetings bring the Pathfinder cohort together for substantive learning sessions. Pathfinders will be invited to two Class Meetings in 2022, which will include panel and speaker presentations, small group discussions, interactive workshops, and peer mentoring:

- **March 18, 2022** (hosted virtually)
- **September 18-20, 2022** (hosted in-person, barring any new COVID-19 developments)

**2 Virtual Regional Meetings.** With participants split into groups based on their region, virtual Regional Meetings provide Pathfinders with the opportunity to learn and connect with their peers in a smaller group setting. Each Pathfinder will have the opportunity to join at least one Regional Meeting in 2022.

**3 E-Learning Modules.** Designed to enhance the Pathfinder curriculum, e-modules have two components:

- Short, interactive online modules packed with practical advice and action-oriented skill development.
- Virtual webinars intended to augment the online modules through peer interaction and a subject expert.



**4 Peer Circles.** Pathfinders are assigned to small groups—Peer Circles—who work collaboratively during the program year. Assigned before the first meeting, Peer Circles offer support through each e-learning assignment and meet regularly throughout the program.

**5 Compass Conversations.** During these small-group sessions, LCLD Alumni or current Fellows share personal experiences and professional advice with Pathfinders.

**6 Program Facilitator.** A more senior, more experienced point of contact for the Pathfinder, the Facilitator has a direct line to Pathfinder curriculum and materials from LCLD. Program 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 program.

*NOTE: Facilitators do not attend the Pathfinder-focused meetings outlined in this prospectus.*



## Pathfinder Candidate Requirements

Members are encouraged to nominate early-career emerging leaders who have distinguished—or have the potential to distinguish—themselves within their corporation or law firm. 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.

## Program Logistics

### Selection Process and Timeline

- 1** All LCLD Pathfinder candidates must be selected by their respective General Counsel or Managing Partner and formally nominated through the online [LCLD Pathfinder Nomination Form](#).
- 2** The 2022 Pathfinder Program nomination period is November 8, 2021 through January 28, 2022.
- 3** LCLD will notify Pathfinders of their selection soon after the nomination form has been submitted.
- 4** The Pathfinders will receive welcome packages in February 2022.

## 2022 Fees and Expenses

In response to the ongoing impact of COVID-19, LCLD will conduct virtual programming for the first half of 2022. Barring any new pandemic developments, LCLD plans to resume in-person program options for the second half of the year. For 2022:

- **Corporate LCLD Members:** \$3,000 covers participation for two Fellows and two Pathfinders.
- **Law Firm LCLD Members:** \$3,000 covers participation for one Fellow and two Pathfinders.

Pathfinders will be responsible for any travel and lodging expenses associated with participation in the LCLD Pathfinder Program. As a result, LCLD Member organizations should plan to cover travel expenses for their Pathfinders to attend Class Meetings.

**For questions or for more information,** please visit the [LCLD Pathfinder Program](#) web page or email [salexander@lclldnet.com](mailto:salexander@lclldnet.com).



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