

LEADERSHIP COUNCIL ON LEGAL DIVERSITY

WELCOME

# LCLD Pathfinder

**2023**



# LEADERSHIP COUNCIL ON LEGAL DIVERSITY

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Dear LCLD Pathfinder,

Welcome to the Leadership Council on Legal Diversity!

LCLD was founded in 2009 by the country's leading general counsel and managing partners to provide a new generation of diverse legal talent with the tools and knowledge to excel in the legal profession.

Your program, Pathfinder, was launched in 2015 as a seven-month, multifaceted learning experience designed to help you develop leadership skills, build professional relationships and networks, and form a successful career development strategy.

In designing this year's curriculum, we've thoughtfully added new small group elements, adjusted meeting structure to encourage engagement, and increased the number of opportunities for your class to stay connected throughout the year. Our goal is to make this year's Pathfinder Program more valuable than ever.

As a 2023 Pathfinder, you'll also have access to additional programming developed for the LCLD community in 2020, including in-depth conversations with corporate and law firm leaders, and expanded opportunities now that in-person meetings have resumed. You'll also enjoy the benefit of lifelong membership in our LCLD Alumni organization.

The following items are included in this Welcome Package, with additional resources available on the LCLD website.

- Pathfinder Program Components
- Program Content Themes
- 2023 Calendar of Events
- Next Steps

Your selection as a Pathfinder reflects the confidence your organization has in you as a developing leader. Again, welcome to the Pathfinder Program. I hope you will find it to be an exciting career-development experience!

Sincerely,

Sarah Alexander, Pathfinder Program Manager  
Leadership Council on Legal Diversity

## PATHFINDER PROGRAM IMPORTANT CONTACTS

### Sarah Alexander

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### Kelsey Thompson

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## LCLD PATHFINDER PROGRAM

THE LCLD PATHFINDER PROGRAM is designed for diverse, high-potential, early-career attorneys—the very people, building adult lives while working around the clock, who sometimes report feeling isolated, overwhelmed, and underinformed about the nuances and unwritten rules of a successful legal career.

As most LCLD organizations work hard to mitigate these factors, this program provides additional support by equipping Pathfinders with practical tools and ample opportunities to build professional relationships, leadership skills, internal and external networks, and effective strategies for career development that apply to both in-house and law firm practice.

The 2023 Pathfinder curriculum will provide you with rich, relevant content that has immediate practical application. We are excited to resume two in-person Class Meetings for the 2023 program, along with the

option to attend an in-person regional session. The Class Meetings will bookend your Pathfinder program year, and in between you'll experience small group interactions, peer support, virtual learning sessions, and ample opportunities to network and bolster your individual career development.

Our hope is that you'll build relationships strong enough to endure long after your programming year ends—no matter what organization you work for, and what your long-term goals or practice area might be.

By the end of this year, you may find that your fellow Pathfinders have become your friends, your colleagues, and some of your most trusted advisors.

### PROGRAM COMPONENTS

The 2023 Pathfinder Program includes:

- Two In-Person Class Meetings
- On-The-Road Regional Sessions
- Virtual Learning Sessions
- E-Learning Modules
- Peer Circles
- Program Facilitator

### DID YOU KNOW?

The Pathfinder Program launched in 2015 with 40 participants and has grown exponentially over the past seven years. 2022 saw the largest Pathfinder class to-date, with 480 participants. Since inception, 1,850 attorneys have completed the program.



## PROGRAM CONTENT THEMES

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Throughout your 2023 Pathfinder year, you will be exposed to a variety of topics meant to help you strengthen your career trajectory. Below are the key themes that you will explore in-depth during class meetings, regional sessions, e-modules, virtual sessions, and peer circles. Think of your affiliation with LCLD as a renewable resource, with unlimited opportunities for personal and professional growth, all made possible by your participation as a 2023 Pathfinder.

STRATEGIC  
CAREER  
PLANNING

EFFECTIVE  
COMMUNICATION

NAVIGATING  
WORKPLACE  
DYNAMICS

SELF-  
AWARENESS

PRIORITIZATION

NETWORKING

## 2023 CALENDAR OF EVENTS

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Below are some of the key dates for programming during your 2023 Pathfinder year. Mark your calendar today and keep an eye out for additional event invitations throughout the program.

DATE	EVENT
March 1, 2023	Virtual Welcome Event
March 15-17, 2023	Spring Class Meeting (in-person)
April 19, 2023	Virtual E-Module Kick-Off
April 19, 2023	E-Module 1 Opens
June 21, 2023	E-Module 1 Guided Discussion (virtual)
Summer 2023	Regional On-The-Road Sessions (in-person, with a virtual option)
July 12, 2023	E-Module 2 Opens
September 13, 2023	E-Module 2 Guided Discussion (virtual)
October 11-13, 2023	Fall Class Meeting (in-person)

## INTRODUCING THE ATLAS AWARD

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We understand that participation in the Pathfinder program is not only an honor, but also requires a commitment on your part. This year, we are introducing a new award to recognize the Pathfinders with the highest levels of engagement throughout the program. You will receive points for attending events (both virtual and in-person) and completing various exercises (like the e-modules mentioned above). To win this award, you will need to earn 8+ points throughout the program. Our hope is to honor many of you in the fall!



## WHAT FORMER PATHFINDERS HAVE SAID...

“During the Pathfinder Program, I met hundreds of incredible and diverse rising stars from across the country, gained insight about Fortune 100 companies committed to the LCLD mission, and further developed my career and leadership skills. Although I’ve now completed the program, I know I’ll see my Pathfinder friends again as Alumni!”

ANITRA RAIFORD CLEMENT  
Shook, Hardy & Bacon LLP | 2019 Pathfinder



“For me, the Pathfinder program was so much more than the curriculum and the networking opportunities. It was getting to know my authentic self in the work setting. It was making friends. And not just conference friends; actual connections and friendships that we make the effort to keep going. It’s being a part of a group of people that genuinely want to see each other succeed. It was just truly a transformative experience”

PATRICIA PEÑA  
Davis Wright Tremaine LLP | 2022 Pathfinder

“The big thing I’ve taken away from the program is that when it comes to being successful, it’s not enough just to be skilled. To be successful, you have to develop relationships. A lot of the things I’ve learned here, I wouldn’t necessarily have learned through the everyday course of doing my job, and I really appreciate the fact that the Pathfinder Program gave me practical solutions for how to get where I want to go. The relationships we’ve formed during the program are ones that will last for the entirety of our careers, and you simply can’t replicate that.”

NICK HARPER-SMITH  
Helsell Fetterman LLP | 2015 Pathfinder



### YOU’VE GOT MAIL

In February, you’ll start to receive **#TalentRising**, LCLD’s weekly newsletter for current Pathfinders, Fellows, and LCLD Alumni. This publication includes opportunities to engage, personal announcements, helpful resources, and job opportunities.

To submit your own announcement to the newsletter, please [click here](#) or contact Devin Garcia at [dgarcia@lclldnet.com](mailto:dgarcia@lclldnet.com).

### NEXT STEPS

All of this is just the beginning. Now that you’ve gotten a taste of what’s in store for you as a Pathfinder, it’s important to take the next step today.

For details about the program components, including event registration, materials to complete before your first meeting, and details on how to connect to the LCLD community, please visit the webpage linked below.

Welcome to the LCLD Pathfinder Program!

[CLICK HERE](#)  
to start your journey.

**THE LEADERSHIP COUNCIL ON LEGAL DIVERSITY** is an organization of more than 440 corporate chief legal officers and law firm managing partners—the leadership of the profession—who have pledged themselves, through our Leaders at the Front initiative and other means, to creating a truly diverse U.S. legal profession. Our action programs are designed to attract, inspire, and nurture the talent in society and within our organizations, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership. By producing tangible results in our institutions, we work to promote inclusiveness in our organizations, our circles of influence, and our society, with the ultimate goal of building a more equitable and diverse legal profession.



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