

# LCLD Pathfinder-Fellows Alumni Integration Report

## Summary

In an effort to embrace and embody the spirit of LCLD's mission, and with common goals and an increasingly indistinguishable alumni base, in October 2018, the LCLD Board of Directors tasked the Alumni of the LCLD's two leadership development programs, the Pathfinder Program, and the Fellows Program, with creating a thoughtful and comprehensive approach to integrate the two alumni groups.

Over the course of a year, the integration committee spoke to program alumni about how one alumni organization could best meet the needs of all alumni. The committee found distinctions between alumni of the two programs lessened and the commonalities increased as alumni move further from the completion of their program years. In fact, when asked why LCLD Program participants stayed involved after the Pathfinder and Fellows program years, answers included: camaraderie, support, fellowship, and access to a network of highly talented professionals who have common career aspirations.

Informally, integration of the alumni networks has been happening organically at the regional level, as well as intentionally at the Fellows Alumni Leadership Symposium and Pathfinder Alumni Meetings. While the committee found overwhelming support for combining the alumni groups, it also recognized that the need for targeted programming for alumni at all stages of their careers was necessary, and addressed that in the integration plan. The LCLD Alumni Committee presented its findings and recommendations to LCLD board members in September 2019, and the plan was accepted. Below is a list of how the two organizations will operate as one, inclusive organization. Some of these changes have already occurred, and some are in progress.

1. "LCLD Alumni" will be the official name for the Fellows and Pathfinder Alumni group. While program and class spirit are encouraged, the committee recognizes many will identify by program and class year, the LCLD Alumni Program will encompass all program alumni.
2. All LCLD Alumni will be invited to regional programming. If substantive programming is geared toward a particular career level, that will be noted in the invitation and promotion of the event/program (example: Sustainable Partnership Program).
3. All LCLD Alumni will participate in the 2020 All In! Campaign.
4. All LCLD Alumni are invited to apply for leadership positions on the Executive Council (EC), as city leads, and as class liaisons. Leadership positions are advertised each March, and the positions are held June-June.
5. The Leadership Symposium will be open to all LCLD Alumni.
6. LCLD Alumni Branding on the LCLD website and a directory overhaul will be gradual as part of a comprehensive refresh of the LCLD website.
7. All LCLD Alumni are eligible to win the Rick Palmore Leadership Award. This started in March 2019.

## Key Considerations:

### **Inclusion:**

Attorneys who participate in either of LCLD's leadership development programs should have continued opportunities for leadership, networking, and professional growth within LCLD. The Fellows Program is older, and the Alumni structure was created to address the desire for alumni to have continuing opportunities to engage. The LCLD Board did not support two separate alumni structures because of the duplication of effort, additional support staff needed to accomplish this, and most importantly, because having two separate alumni organizations focused on the same goals does not make sense for an organization founded upon principles of inclusion.

### **Networking:**

As both Fellows and Pathfinders become more senior, age distinctions, levels of experience, and professional interests between the groups are more difficult to discern. It is beneficial to both Pathfinders and Fellows to expand their connections through LCLD.

### **Leadership Development:**

Pathfinders do not have an Executive Council (EC) to provide leadership opportunities within LCLD following their program year. Inclusive leadership opportunities will provide Pathfinders with continued opportunities for leadership and engagement within LCLD throughout their careers. Additionally, the Fellows EC would benefit from Pathfinders participating in its volunteer-led alumni structure.