

LCLD MEMBER

Tool Kit

For the Fellows Program



3
Things
You
Should
Know

A close-up photograph of a young woman with dark hair, smiling broadly. She is holding a black pen to her chin with her right hand. She is wearing a light-colored, vertically striped button-down shirt under a dark blazer. The background is blurred with warm, bokeh lights in shades of orange and green.

1 The Fellows Program is Game-Changing

It's also a rigorous, year-long commitment. To help you interact with your Fellows, set expectations, and inform your managers about the demands made on Fellows, please take a moment to review the basics.

► Know the Program

Three In-Person Meetings. Dynamic topics are presented by LCLD Members, Fellows Alumni, and subject-matter experts.

Learning Experiences. Hosted by LCLD Member General Counsel, these day-long events give Fellows a unique opportunity to learn more about Member companies through interaction with in-house counsel and key business leaders.

Leadership Lunches. Co-hosted by one General Counsel and one Managing Partner, these small group gatherings give LCLD Members an opportunity to directly invest in the Fellows through roundtable discussions on leadership and professional development.

Regional and National Networking. LCLD Fellows gather formally and informally throughout their Fellowship year. Afterwards, they're included in regional and national networking events organized by the Fellows Alumni.

Peer Coaching. To advance core values of the program—relationships and in-depth learning—Fellows are assigned Accountability Partners to help them apply concepts from the program to their lives and careers. They also engage in monthly assignments and follow-up calls with LCLD speakers.

A close-up, profile view of a woman with dark hair, wearing a grey suit jacket and a multi-strand pearl necklace. She is looking towards the left with a focused expression, her hand resting near her chin. The background is softly blurred, showing another person's head and shoulders. A solid purple circle is partially visible on the left side of the frame.

2 Your Leadership Lights the Path for Success

As a Member of LCLD, you've already made a personal commitment to creating a more diverse legal profession. And by sharing your leadership with Fellows, you will teach and inspire them to get the most out of the program. A few suggestions:

► **Meet with your Fellows** before their first meeting in March. Schedule meetings with your Fellows after each in-person meeting and plan to check in with them regularly over the course of the Fellowship year.

► **Set expectations with your Fellows** and communicate how important it is that they meet the program's requirements:

- Attend all three in-person meetings
- Attend a Leadership Lunch and Learning Experience
- Respond to all surveys
- Participate in online exercises
- Connect with their Accountability Partner
- Stay active in the Fellows Alumni community

► **Identify leadership opportunities** in your organization where the Fellows can practice what they learn in the Fellows Program.

► **Set expectations with Fellows' managers** and make sure they understand the travel and time commitments required of all LCLD Fellows. Here again, your support is vital.



3 Your Time is
an Unparalleled
Resource

Your active participation is vital to the program's success. Anything you can do to directly engage in the Fellows Program will pay enormous dividends. Here are some great ways to participate.

▶ **Host a Leadership Lunch**

▶ **Host a Learning Experience**

(GC Members only)

▶ **Speak at a Fellows meeting**

▶ **Host a regional event**

▶ **Provide feedback** to LCLD and share lessons learned with LCLD and other Members

This tool kit is designed to help you maximize the value of the Fellows Program for you, your Fellow, and your organization. For more information on the Fellows Program, please contact one of the LCLD staff members below.

Fellows Program Contacts



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To view the Fellows Program Calendar
and for more information, visit
www.lclldnet.org/fmtoolkit



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