

2017 Lateral  
Recruiting  
Summit



CHICAGO

JUNE 9, 2017  
MID-AMERICA CLUB  
CHICAGO, IL  
#NALPLATRS



# 2017 Lateral Recruiting Summit

Friday, June 9, 2017

Mid-America Club  
Chicago, IL

#NalpLatRS

NALP's second Lateral Recruiting Summit will be held on June 9, 2017 at the Mid-America Club in Chicago. This one-day conference will bring together law firm recruiters from around the country to learn more about the exploding lateral hiring market for both associates and partners. Topics will include ideas for an effective lateral hiring process, best practices for reviewing LPQs, practical solutions for increasing diversity in your organization, and more. A highlight will be learning information from the recent ALM report on *Minimizing Risk in Lateral Partner Hiring: Effective Due Diligence*.

As an added benefit, this conference will feature a small exhibit area of search firm representatives who are financial sponsors of this Summit. They will be on hand to discuss lateral hiring issues with attendees.

The mission of the Summit is to help make your lateral hiring processes the best they can be. Seasoned lateral recruiting professionals and industry experts will offer practical tips and information to take back to your firm to implement right away. This conference is one you cannot afford to miss!

NALP employer members consistently note that lateral hiring frustrations are among their most vexing professional challenges. Lateral recruiting can be a difficult process to manage, especially when juggling multiple searches and hiring many different lawyers simultaneously. Difficult lateral searches and effective due diligence often top the list of problems without answers for NALP members with responsibility for lateral recruiting. You will find support and helpful strategies for tackling these issues at the NALP Lateral Recruiting Summit.

In addition to informative sessions, we will offer time to network with your peers and with search firm organizations. Much of our most valuable learning at conferences comes from our peers, and this promises to be especially true for the Summit, which will include a networking breakfast and lunch, as well as a cocktail reception the night before.

Space will be limited, so be sure to register early!

## About NALP

NALP is an association of over 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond. NALP believes in fairness, facts, and the power of a diverse community. We work every day to be the best career services, recruitment, and professional development organization in the world because we want the lawyers and law students we serve to have an ethical recruiting system, employment data they can trust, and expert advisers to guide and support them in every stage of their careers.

# Program Schedule

## Thursday, June 8

### Welcome & Networking Reception

6:00 – 7:30 pm

**Jenner & Block, LLP**

353 North Clark Street, 45th Floor, Chicago, IL

Sponsored by SJL Attorney Search



## Friday, June 9

**Mid-America Club**

200 East Randolph Drive, 80th Floor

### Registration and Breakfast

8:00 – 8:45 am

Sponsored by Major, Lindsey & Africa



### General Session

8:45 – 10:00 am

### Start Smart and Hire Right

This session will teach you to start smart and hire right, leading to increased retention and long term success of your lateral hires. We all know that once a lateral associate or partner makes a move, they are more likely to make another move in the future. How can we approach the lateral hiring process for partners and associates in a way that allows us to target the best candidates through a variety of sources? What interview techniques and data collection tools can we utilize to delve deeper into the experience and credentials of the candidate to ensure that they meet the needs of our organizations and that they have the cultural temperament to be successful? What are the red flags that may present themselves and how do we translate those into meaningful discussions during the process?

*Alexis Reed, Director of Lateral Partner Recruiting, Jenner & Block LLP*

*Blane R. Prescott, Chief Operating Officer, Foley & Lardner LLP*

*Kelley Bender, Partner, Chapman and Cutler LLP*

### Concurrent Sessions

10:15 am – 11:30 am

### So We Have the LPQ – NOW What?

When it comes to partner hiring, the data contained in the Lateral Partner Questionnaire, or LPQ, is key to knowing whether or not a partner will be successful at your firm. LPQs generate long lists of data in multiple categories. How do you discern a clear bottom line that indicates whether or not the new partner will add the required value? In this program, we will uncover the mysteries of the LPQ analysis: What to ask next and how to get your candidate to deliver as much as they can in light of the legal, ethical and fiduciary duties they have to their firms while moving the process forward quickly and efficiently. We will also discuss the ALM report on *Minimizing Risk in Lateral Partner Hiring: Effective Due Diligence*.

*Steve Kovalan, Senior Analyst, ALM Intelligence*

*Nicole Lancia, Director of Lateral Partner Recruiting, Bryan Cave LLP*

*Steve Rado, Global Head of Partner Placement, RPN Executive Search Consultants*

### Work Authorizations and Visas for Legal Professionals in a Changing Immigration Landscape

Employing summer associates, visiting lawyers, lateral associates and partners from a talented pool of international applicants involves additional practical and financial considerations as a consequence of the need for work authorizations and visas. Specific factors to consider include the applicant's academic qualifications and professional experience; his/her foreign citizenship and U.S. immigration status; and the availability of work authorizations and visas. Firm HR professionals should be familiar with the most common immigration classifications that are utilized for legal professionals. This session provides an overview of the immigration scenarios that law firms have faced during the past decade, and considers actual and possible changes to our immigration system that will affect future law firm hiring.

*Laurie Mallach, Director of Global Partner Recruitment, Chadbourne & Parke LLP*

*Saville Mallach, Principal, Law Offices of Saville A. Mallach, PLLC*

# Program Schedule

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## General Session

11:45 am – 1:00 pm

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### Practical Solutions for the Diversity Dilemma

We know the problem; this panel focuses on solutions. Recent studies indicate that lateral hiring practices perpetuate bias against women, LGBT lawyers, lawyers of color, and other minority groups. The tendency to hire in one's image and the focus on pedigree and rainmaking limit the prospects of diverse candidates. Experts in the field and representatives from law firms which have achieved some success in hiring, promoting, and retaining diverse lawyers share specific strategies for moving beyond these barriers. Corporate clients discuss the power they can bring to bear through their selection of outside counsel and discuss their past and current efforts at promoting diversity in the legal profession.

*Fred Alvarez, Of Counsel, Jones Day*

*Pat Gillette, Author and Speaker*

*Stacey Kielbasa, Director of Professional Development, Attorney Recruitment and Diversity, Chapman and Cutler LLP*

*Robert White, Executive Director, CA Minority Counsel Program*

### Networking Lunch

1:00 – 2:00 pm

Sponsored by Rado Presser Newman Executive Search Consultants



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## General Session

2:00 – 3:15 pm

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### Demystify the Market – Recruit Lateral Partners and Associates Creatively Armed with Information

In order to recruit effectively, we need to understand our markets. And perhaps more challenging, we need to help our partners and firm leaders understand them. There is a wealth of information available to help understand statistics on attorneys practicing in certain segments of the market, lateral movement, emerging and hot areas of practice, as well as the number of firms actively recruiting in a given area. This session will introduce some of the resources available to provide real data and information on recruiting in our markets. We will talk about how to slice and dice data, compare it to your recruiting activity, and report it

out to firm leadership. With a better understanding of this information, you will be able to help manage the expectations of your internal constituents. But even with the best understanding of the market, you still need to fill the search or hire to build out the practice area that has been identified in your strategic plan. So, how do you get creative? Take control of some of your candidate sourcing by using your internal firm resources (Business Development, Knowledge Management, Practice Management) and public information (legal news, recent cases/deals filed) to identify what attorneys in your markets are active in areas where you are trying to recruit.

*Dani Barnard, Chief Recruiting Officer, Polsinelli*

*Shannon Davis, Director of Legal Recruiting, Mintz, Levin, Cohn, Ferris, Glovsky and Popeo P.C.*

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## General Session

3:30 – 4:45 pm

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### Holding Search Firms to a High Standard

Law firm and search firm relationships are unique, ranging from highly collaborative to challenging. This engaging and interactive session begins by exploring the business cases for using or not using search firms to achieve your firm's lateral hiring goals. It then will discuss the most common frustrations inherent in the law firm/search firm relationship, with a focus on tangible strategies to minimize the challenges. Using the NALSC Code of Ethics® as a framework, presenters will provide various perspectives on the details and applicability of the Code of Ethics, all with the goal of helping to clarify expectations and ensure the highest level of search firm service. Panelists and attendees will dig into real world situations and brainstorm best practices for establishing terms of engagement and terminating relationships, managing search firms throughout the process, and addressing and resolving any ethical or procedural questions that crop up along the way.

*Dan Binstock, NALSC Board Member and Ethics Committee Chair and Partner and Co-Chair of Partner and Practice Group Division, Garrison & Sisson*

*Marguerite Durston, Senior Manager, Attorney Recruitment, Quarles & Brady LLP*

*Valerie Fontaine, NALSC Board Member and Secretary and Partner, SeltzerFontaine*

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## Meeting Adjourns

4:45 pm

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# Registration and Location Information

## Fees

**\$460 / person for NALP members.**

This event is for **NALP Members only**. Space is limited, so register early!

## Cancellation Policy

- Full refund for cancellations received by May 12 minus a \$100 fee.
- 50% refund for cancellations received May 13 – 19.
- No refunds after May 19.

## Conference Site

The reception on June 8, from 6:00 – 7:30 pm, will be at:

**Jenner & Block, LLP**

353 North Clark Street, 45th Floor, Chicago, IL

All programming on June 9 will be at:

**The Mid-America Club**

200 East Randolph Drive, 80th Floor, Chicago, IL

## Conference Hotel

Rooms can be reserved at the Fairmont Chicago, Millennium Park at the special rate of \$250 (plus 17.4% taxes).

**Fairmont Chicago**

200 N. Columbus Drive, Chicago, IL 60601  
312-565-8000

## Hotel Reservation Procedure

After completing your conference registration you will be prompted to make your hotel reservations directly through the registration system. Hotel reservation confirmations will be sent directly from the hotel.

## Travel Discount

Professional Service Firm Travel, LLC (PSFT) is the official travel service for this event.

**Professional Service Firm Travel, LLC**

475 Park Avenue South, 34th Floor, New York, NY 10016

Phone: 212-592-1370 or 1-888-773-8728

E-mail: [jduberry@psftravel.com](mailto:jduberry@psftravel.com) or [lmelendez@psftravel.com](mailto:lmelendez@psftravel.com)

[www.psftravel.com](http://www.psftravel.com)

PSFT reservation hours are Monday – Friday, 8:30 am – 6:00 pm Eastern Time. Make your reservations by calling 1-888-773-8728 and asking for Jacqueline or Lissette (please identify yourself as attending a NALP conference). A \$35 transaction fee will be applied to all tickets purchased.