



LEADERSHIP COUNCIL ON LEGAL DIVERSITY

2024 Pathfinder Program Prospectus

The Pathfinder Program connects high-potential, early-career attorneys from diverse backgrounds at LCLD Member organizations, providing a seven-month professional development program focused on foundational leadership and relationship-building. The program gives participants 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.

Program Components

The Pathfinder Program requires a serious time commitment from participants. Pathfinders are encouraged to attend the two in-person Class Meetings and all virtual learning sessions 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, in-person Class Meetings bring the Pathfinder cohort together for substantive learning sessions. Pathfinders will be invited to two Class Meetings in 2024, which will include panel and speaker presentations, small group discussions, interactive workshops, and peer mentoring:

- **February 21-23, 2024** (hosted in San Diego, CA)
- **Fall 2024** (hosted in Washington, DC)

2 Regional Meetings. Hosted in various cities across the country and in conjunction with Fellows, Regional Meetings provide Pathfinders with the opportunity to focus on leadership, skill development, and relationship building in a smaller group setting. Pathfinders are encouraged to attend the Regional Meeting closest to their location.

3 Virtual Learning Sessions. Intended to augment the learning at Class Meetings, virtual sessions are an opportunity for Pathfinders to learn from subject experts, connect with each other, and further develop their leadership skill toolkit.



4 E-Learning Modules. Designed to enhance the Pathfinder curriculum, e-modules are short, interactive online modules packed with practical advice and action-oriented skill development.

5 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.

6 Program Facilitator. A 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.



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 professional legal experience.
- In-house candidates should have less than eight total years of professional legal 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 2024 Pathfinder Program nomination period is November 7, 2023 through January 10, 2024.
- 3** Pathfinders will receive a confirmation email once their nomination is submitted to LCLD.
- 4** 2024 Pathfinders will receive welcome packages in late January 2024.

2024 Fees and Expenses

Members have the option to nominate both Pathfinders and Fellows for a dual program discount. For 2024:

- **To Nominate Pathfinders Only:** \$3,500 covers participation for two Pathfinders for both Corporate and Law Firm LCLD Members.
- **To Nominate Pathfinders and Fellows:**
 - ◆ **Corporate LCLD Members:** \$6,500 covers participation for two Fellows and two Pathfinders.
 - ◆ **Law Firm LCLD Members:** \$6,500 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 and Regional Meetings.



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

LCLD programs are open to all; LCLD does not discriminate on the basis of any protected characteristic.