

# LCLD Fellows Program

## Fact Sheet

### Purpose

The LCLD Fellows Program is designed to connect high-potential attorneys with General Counsel and Managing Partners from preeminent organizations for a year-long, multi-tiered professional development series. The Fellows Program offers a unique value to leadership-oriented, mid-career attorneys because of the exclusive opportunities to network with and learn from the top leaders in the legal field, during the Program and into the future.

### Nomination Criteria

LCLD Members are encouraged to nominate mid-career emerging leaders who have distinguished themselves within their corporation or law firm. Attorneys with eight to fifteen years of experience will benefit most from their participation in the Fellows Program, although attorneys with as little as five years of experience are eligible. Ideal candidates will have a career history that reflects strong substantive performance and demonstrated leadership skills.

### Program Components

**In-Person Meetings:** The Fellows Program utilizes a curriculum designed exclusively for LCLD. The curriculum emphasizes development in three core competencies: relationship building, transformational leadership, and professional branding. Fellows are required to attend three in-person training conferences at key points in the year-long fellowship. Sessions include panel and guest speaker presentations, individualized instruction and reflection, executive coaching, relationship building, and networking.

**Learning Experiences:** These day-long events offer small group interaction, as well as professional development and relationship building opportunities. Learning Experiences are hosted by LCLD Member corporations and allow Fellows to personally interact with key business and functional leaders in large U.S. corporations.

**Leadership Lunches:** Leadership Lunches feature one Member General Counsel and one Member Managing Partner. Each Leadership Lunch provides an opportunity for Fellows to benefit from the personal experiences and professional development advice of the featured speakers. Attendance at each Leadership Lunch is strictly limited to provide a meaningful opportunity for participating Fellows to network with the featured General Counsel and Managing Partner.

**Mentoring:** LCLD Fellows have the unique opportunity to serve as Mentors to 1L LCLD Scholars. Scholars are 1L law

students who have been carefully selected by LCLD Member organizations for prestigious summer internships. At the conclusion of their internships, and about mid-way through the Fellowship period, Fellows and Scholars are matched based on geographic proximity. These bright and promising law students benefit greatly from their interaction with Fellows and Fellows enjoy an opportunity to meaningfully impact the diversity of the pipeline. LCLD provides Fellows with training and a toolkit to guide the Mentor experience and allow for maximum impact for both Fellow and Scholar.

**Alumni Network:** Although the Fellows Program is a one-year commitment, Fellows are encouraged to remain active in LCLD's growing Fellows Alumni Network after graduating from the Fellows Program. Fellows Alumni are active in every city in which LCLD Fellows practice.

Regionally, Fellows Alumni plan and participate in CLE programs, mentoring programs, pro bono programs, and LCLD Member development programs.

Collectively, Fellows Alumni plan and participate in an annual retreat where guest speakers continue to challenge Fellows Alumni to reach new professional milestones. The Annual Fellows Alumni Retreat is also an exceptional opportunity for



2013 LCLD Fellows at their first In-Person Meeting in Washington, DC in March 2013.

Fellows to continue to build peer-to-peer professional relationships.

Overwhelmingly, the Fellows Alumni Network allows Fellows to continue their professional development through formal and informal mechanisms and connects each Fellow Alumnus with an ever-growing network of accomplished and high-performing attorneys like themselves.

### Value to In-House Fellows

**Business Partnering:** Today's top performing law departments must deliver enterprise value: (1) exemplifying the behaviors and practices of a business partner, and (2) making contributions that drive specific operational and commercial results.

Our training and networking opportunities are directed to helping Fellows build their business partnering skills and capacity for commercial impact.

**Career Progression:** In-house attorneys with successful career progression are those who reflect the best practices of top-performing in-house leaders. Our corporate Members will serve as a tremendous career development resource for our in-house Fellows.

### Value to Law Firm Fellows

**Client Relationship Managers:** A focus of the Program's training will be to equip Fellows to serve as client relationship managers in their respective firms—as indispensable leaders of client teams, and particularly teams that support corporate LCLD Members.

**New Client Development:** Successful new client development is a by-product of distinguished skills and experience coupled with high-value relationships. The Fellows Program is designed to furnish Fellows with relationship building know-how through training and mentoring that will be conducted by General Counsel and Managing Partners from top organizations.

### Selection Process

LCLD Member organizations have the opportunity to nominate Fellows from their organizations through the online Fellow Selection Form. This is the exclusive method of entry into the Fellows Program. The nomination period runs from November through mid-January each year. LCLD holds an informational conference call during each nomination

period to answer questions from LCLD Member organizations about the Program. Corporate Members may nominate up to two Fellows each year. Law firm Members may nominate one Fellow each year.



*LCLD Fellows Program Class of 2012 at the Martin Luther King, Jr. Memorial in Washington, DC.*

### Fees and Expenses

- For corporate LCLD Members in the *Fortune* 500 category, \$2,000 covers participation for two Fellows.
- For all other corporate Members, \$1,000 covers participation for two Fellows.
- For law firm LCLD Members in *The National Law Journal* 350 category, \$2,000 covers participation for one Fellow.
- For all other law firm Members, \$1,000 covers participation for one Fellow.

Fellows are responsible for any travel and lodging expenses associated with participation in the LCLD Fellows Program. As a result, LCLD Member organizations should plan to cover travel expenses for their Fellow(s) to attend all three In-Person Meetings. Organizations should also budget for travel for their Fellow(s) to participate in two or three Leadership Lunches and/or other regional events, as well as one Learning Experience. Finally, your Fellow may choose to be an active alumnus participant in the program and may incur additional travel costs associated with the LCLD Fellows Alumni Program.

*For additional information about the LCLD Fellows Program, please visit [www.lclldnet.org/programs/fellows/](http://www.lclldnet.org/programs/fellows/).*

*For questions about the program, please contact Nichole Velasquez, LCLD Program Manager, at [nvelasquez@lclldnet.com](mailto:nvelasquez@lclldnet.com) or 410.409.9008.*