

Leadership Council on Legal Diversity 2021 Pathfinder Program Prospectus

Pathfinder Program Purpose

The Pathfinder Program is designed to connect high-potential, early-career attorneys from preeminent organizations for a six- to seven-month professional development series that focuses on foundational leadership skills, professional networking and relationship building skills, and career development strategies. The program employs a range of training methods and networking opportunities available exclusively to Pathfinders: (1) two substantive virtual or in-person meetings; (2) one virtual regional meeting; (3) E-Learning Modules; (4) Peer Circle Learning Groups; (5) Compass Conversations; and (6) Program Facilitator (each described below). A unique feature of the Pathfinder Program is that it provides the Pathfinders opportunities at each event to learn from leaders in the legal profession.

Pathfinder Program Components

The Pathfinder Program is an intensive commitment that requires Pathfinders to engage in a variety of experiences aimed at furthering program goals of foundational leadership skills, relationship building, and career development.

Virtual Class Meetings

The Pathfinder Program utilizes a curriculum developed exclusively for the Leadership Council on Legal Diversity (LCLD), which focuses on leadership, relationship building, and career development strategies. In 2021, LCLD plans for the two substantive spring and fall class meetings to be held virtually; however, the meetings may be held in person if conditions allow. These meetings include panel and guest speaker presentations, small group discussions, interactive workshops, and peer mentoring. Leadership training at the meetings focuses on executive presence as well as the development of self-awareness and emotional intelligence.

A commitment to the Pathfinder Program requires attendance at both substantive class meetings at the beginning and end of the Pathfinder experience:

1. May 12-14, 2021
2. November 3-5, 2021

Virtual Regional Meetings

New in 2021 will be virtual regional meetings intended to further expose Pathfinders to young leaders in the legal industry. LCLD will enlist in-house and law firm leaders in each of the five LCLD regions around the country to speak to Pathfinders in that region about their experiences, how they made it to their current position, and tips they wish they had known on their way to the top. Pathfinders will have the opportunity to engage and ask questions of the hosts.

The regional meeting dates are listed below:

- August 3, 2021 – Northeastern region
- August 10, 2021 – Mid-Atlantic region
- August 17, 2021 – Southern region
- August 24, 2021 – Mid-Western region
- August 31, 2021 – Western region

E-Learning Modules

E-Learning Modules are online experiential learning sessions. These short, interactive e-modules are packed with practical advice and paired with action-oriented skill development assignments. Online learning is supported by Program Facilitators and Peer Circle Assignments, and is designed to provide Pathfinders with the implementation opportunities they need to internalize the Pathfinder curriculum and career-building practices. There are four E-Learning Modules on topics of Sponsorship, Career Management/Goal Setting, Interrupting Bias, and Time Management, and each is available online and on-demand to accommodate the Pathfinders' busy schedules.

Peer Circles

The Peer Circles are small groups of Pathfinders who work collaboratively throughout the program. These groups provide a setting where Pathfinders can make deeper connections with a small group of colleagues. Peer Circles will meet during virtual or in-person meetings and via video, phone, or email after completing each e-module. These groups will be assigned in April 2021 and will be expected to meet regularly throughout the Pathfinder Program, especially near e-module completion deadlines.

Compass Conversations

These small-group gatherings of Pathfinders and LCLD Alumni or current Fellows provide an opportunity for Pathfinders to network with emerging leaders in the legal profession. In these sessions, LCLD Alumni or current Fellows (mid-career law firm and in-house lawyers) share personal experiences and professional development advice with Pathfinders in an informal virtual setting. When possible, Compass Conversation groups will be arranged in geographically similar locations so that in-person gatherings will be an option if conditions allow. In 2021, these groups will be assigned in May (kickoff meeting scheduled for May 26, 2021) and expected to meet regularly throughout the Pathfinder Program (May – November).

Program Facilitator

The Program Facilitator is the internal point of contact for the Pathfinder. The Facilitator works in the Pathfinder's organization and has a direct line to Pathfinder curriculum and materials through LCLD. Whenever possible, LCLD encourages organizations to select a Facilitator who is an LCLD Fellow or Pathfinder Alumnus and understands the work of LCLD and the experience we hope the Pathfinder will have during their program year. Facilitators work to ensure that the Pathfinder curriculum is made relevant to the Pathfinder's work experience. LCLD Pathfinders interact frequently with their Program Facilitator over the course of their time as a Pathfinder. All Program Facilitators will be invited to introductory webinars in April 2021 to discuss in more detail what the role entails.

Dates for the Facilitator webinars are:

- April 28, 2021 (Virtual)
- May 5, 2021 (Virtual)

LCLD stays in contact with Program Facilitators throughout the course of the program and provides all the resources they need to be effective in the role. Whenever possible, the Program Facilitator should be based, at least part of the time, in the same office location as the Pathfinder. It is important that Member organizations be thoughtful in selecting the Program Facilitator for their Pathfinder.

Program Facilitators do not attend the Pathfinder-focused meetings outlined in this prospectus.

Series of New Virtual Events

As a result of the COVID-19 pandemic, LCLD has had created virtual programming that allows for more members of the entire LCLD Community to connect, and on many more occasions than if we were only meeting in person. In 2021, LCLD intends to offer:

- ***2021 Talks Sessions:*** Small groups of 2021 Pathfinders and 2021 Fellows with a shared experience will meet to talk about how they're navigating this more unprecedented time.
- ***LCLD Language of Leadership:*** Monthly opportunities for the whole LCLD Community to hear advice from LCLD Member Managing Partners and General Counsel about leadership, resilience, and increasing diversity, equity, and inclusion within organizations.

LCLD Alumni Program Overview

Pathfinders are encouraged to remain active in the growing and evolving LCLD Alumni Program after graduating from the Pathfinder Program (graduates of the Fellows Program are included as well). The Alumni Program is led by the LCLD Alumni Executive Council, which also includes LCLD Alumni Class Liaisons and the chairs of five committees dedicated to supporting LCLD Alumni personally and professionally.

LCLD Alumni are active in every city in which LCLD Pathfinders reside. Regionally, LCLD Alumni plan and participate in CLE, mentoring, pro-bono, and LCLD Member development events. LCLD Alumni also participate in LCLD pipeline programs as mentors and meaningfully contribute to the professional development of diverse law school students.

LCLD Alumni also plan the Annual LCLD Alumni Leadership Symposium, where they develop the agenda and select speakers to address relevant professional development topics. The conference is an exceptional opportunity for Pathfinders to continue to build peer-to-peer professional relationships.

Overwhelmingly, the Alumni network allows Pathfinders to continue their professional development and connects each alumnus with an ever-growing network of accomplished and high-performing attorneys. For more information about the LCLD Alumni Program, please [click here](#).

Candidate Requirements, Fees, and Selection Process

Candidate Requirements

LCLD Members are encouraged to nominate early-career emerging leaders who have, or have the potential to, distinguish themselves within their corporation or law firm. LCLD Member organizations may select Pathfinders from their organizations through the online Pathfinder Selection Form. This is the exclusive method of entry into the Pathfinder Program.

Each LCLD Member organization may select two candidates per year to become Pathfinders:

- Law firm candidates should have three-to-seven years of practice experience.
- In-house candidates should have three years or less of in-house experience, and less than eight total years of practice experience.

2021 Fees and Expenses

In response to the ongoing impact of COVID-19, LCLD will conduct virtual programming until it is safe to meet in person. The virtual start to 2021 has allowed us to reduce program fees. For 2021:

- Corporate LCLD Members: \$2,000 covers participation for two Pathfinders and two [Fellows](#).
- Law Firm LCLD Members: \$2,000 covers participation for two Pathfinders and one [Fellow](#).

Should in-person meetings become possible, LCLD will reevaluate in-person meeting costs. Pathfinders will be responsible for any travel and lodging expenses associated with participation in the LCLD Pathfinder Program and meal expenses associated with Compass Conversations. As a result, LCLD Member organizations should plan to cover travel expenses for their Pathfinders to attend any Class Meetings, Regional Meetings, and Compass Conversations.

Selection Process and Timing

Formal selections must be made through the online LCLD Pathfinder Selection Form at www.lclldnet.org/select. This is the exclusive method of entry into the Pathfinder Program. **The 2021 Pathfinder Program selection period is November 9, 2020 through February 5, 2021.**

LCLD will notify Pathfinders of their selection soon after the nomination form has been submitted, and the Pathfinders will receive welcome packages in early March 2021.

For more information about the LCLD Pathfinder Program, please [click here](#).

