

Pathfinder Program Facilitator Guide

The LCLD Pathfinder Program aims to supplement existing professional development programs at Member organizations by providing diverse, high-potential, early-career attorneys with practical tools for developing and leveraging their networks, gaining foundational leadership skills, and shaping their career development strategies. Program Facilitators support Pathfinders' participation and help them maximize the program's value. This reference guide outlines the Program Facilitator role, major components of the Pathfinder Program, and key program dates.

The Role of the Facilitator

In past years, Program Facilitators were selected by nominating organizations and paired with an individual Pathfinder. This year, Program Facilitators, all of whom are LCLD Alumni, will be assigned a group of around 20 Pathfinders to support throughout the program. The Facilitator role is guided by three main concepts:

1 Experiential. The Facilitator is a senior professional with valuable legal experiences. As Pathfinders progress through the program components, we encourage you to share your own insights with your Pathfinder group to further enrich their experience. We also encourage you to help your Pathfinders identify and obtain leadership roles and stretch work assignments to deepen their professional development. We view you as a critical component in helping the next generation of leaders succeed!

2 Cultural. Our Pathfinders join us from a wide range of law firms and in-house legal departments and, by

necessity, the program presents concepts and approaches that are of general applicability across the LCLD Member community. We look to each Facilitator to assist your Pathfinders in integrating the content of the program with other professional development opportunities and navigating the broader institutional culture at their organizations.

3 Logistical. The Program Facilitator should be mindful of the major dates and deadlines for the program and check in periodically with your Pathfinder group. The Facilitator is a resource for Pathfinders as they balance their active participation in the program with the professional demands placed on a highly sought-after young lawyer. As Pathfinders move through the program, the Facilitator will serve as a "sounding board" for your group and inform LCLD of issues or challenges that might assist us in optimizing and refining the program going forward.

Role Responsibility

Time Commitment:

- 1-2 hours per month from March–October.

Required Meetings:

- **Virtual Group Meetings.** Organize and lead three virtual meetings with your assigned Pathfinder group between March and October. The dates and times of these calls will be determined by you and your group. *We recommend identifying the dates early in the Pathfinder year to maximize group availability.*

Optional Meetings:

- **Welcome Call.** Learn more about your role, gain a stronger overview of the 2022 Pathfinder Program, and ensure you're set up for success as a Facilitator.



- **Check-In Calls.** Connect with LCLD and other Program Facilitators to hear updates, ask questions, and discuss any challenges you're facing.

Important Dates for Program Facilitators

DATE	CONFERENCE CALL
March 10, 2022, 2:00 – 3:00 pm ET	Program Facilitator Welcome Call (recommended; option 1)
March 16, 2022, 12:00 – 1:00 pm ET	Program Facilitator Welcome Call (recommended; option 2)
May 19, 2022, 2:00 – 3:00 pm ET	Program Facilitator Check-In Call #1 (optional)
July 14, 2022, 2:00 – 3:00 pm ET	Program Facilitator Check-In Call #2 (optional)
August 25, 2022, 2:00 – 3:00 pm ET	Program Facilitator Check-In Call #3 (optional)
<i>Please note that all calls are optional and intended to enhance your experience as a Facilitator.</i>	

Program Components

■ Program Registration and Preparatory Tasks.

Pathfinders are asked to complete their Pathfinder Directory profile and TypeCoach personality assessment, as well as connect via social media.

■ **Class Meetings.** Two class meetings bookend the program and occur in March and September. A Virtual Regional Session will also take place to allow Pathfinders in each of our geographic regions to connect. Due to the ongoing impact of COVID-19, the first meeting will be held virtually. Barring any new pandemic developments, LCLD plans to host the second meeting in-person.

■ **Online Learning.** Pathfinders will be assigned two e-modules, focused on *Goal-Setting* and *Time Management*. Each will include an e-learning segment, several action assignments, and optional readings and podcasts. Pathfinders will also be invited to two optional, live webinars to reinforce the e-module topics. *Please note that while Facilitators are given access to view the e-modules, they are not expected to complete them.*

■ **Peer Circle Networking:** During class meetings and throughout the program, Pathfinders will meet each other in small working groups to facilitate networking and complete group work assignments and e-modules.

Key Dates for Pathfinders

DATE	LOCATION	EVENT
March 18, 2022	Online	Virtual Meeting: 2022 Pathfinder First Meeting (program kickoff)*
April 5, 2022	Online	E-Module 1 Opens - Goal-Setting
April 14, 2022	Online	Goal-Setting Webinar
July 19, 2022	Online	E-Module 2 Opens - Time Management
August 2, 2022	Online	Time Management Webinar
TBD	Online	Regional Session
September 2022	In-Person	2022 Pathfinder Second Meeting (program closing)*
<i>*Please note that these dates are intended to help you track your Pathfinder's progress and Program Facilitators do not attend any of the virtual /in-person meetings.</i>		

Stay in Touch

LCLD looks forward to working with you as a Program Facilitator for the 2022 Pathfinder Program. To ensure that you receive important LCLD emails and reminders throughout the year, please add the following domains to your safe sender list:

[@email19.com](mailto:email19.com), [@email20.com](mailto:email20.com), and [@lclldnet.com](mailto:lclldnet.com).

If you have any questions or concerns about the program, please contact Pathfinder Program Manager Sarah Alexander at salexander@lclldnet.com or (207) 347-0483. For general information, please visit the [Pathfinder Program webpage](#).