

LCLD Pathfinder Program

Fact Sheet

Purpose

The LCLD Pathfinder Program is designed for diverse, high-potential, early-career attorneys at LCLD Member organizations. The goal of the program is to provide Pathfinders with practical tools for developing and leveraging professional networks through relationship-building skills, foundational leadership skills, and an understanding of career development strategies applicable to both in-house and law firm practice. The program is designed to supplement individual Member training initiatives.

Selection Criteria

Each LCLD Member organization may select up to two Pathfinders each year:

- 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

Program Components

In-Person Meetings: Industry-leading experts develop and deliver group instruction, as well as break-out sessions and workshops focused on the respective challenges for law firm and in-house attorneys. Critical-thinking discussions center around participatory case studies. Each element is designed specifically for LCLD and its innovative talent-to-leader program model.

Online Experiential Learning: These short, interactive modules are packed with actionable advice and paired with action-oriented skill development assignments. Online learning is supported by Program Facilitators and Peer Study Groups, and designed to provide Pathfinders with the implementation opportunities they need to internalize the Pathfinder curriculum and career-building practices.

Compass Conversations: These small-group regional gatherings of Pathfinders and LCLD Fellows provide an opportunity for Pathfinders to network with emerging leaders in the legal profession. In these sessions, Fellows (law firm and in-house lawyers with eight-to-fifteen years of experience) share personal experiences and professional development advice with Pathfinders in an informal breakfast or luncheon setting.

Program Facilitator: The Program Facilitator is the internal point of contact for the Pathfinder. The Facilitator works in



2015 Pathfinder Preetha Chakrabarti (right) and others at the very first Pathfinder In-Person Meeting in Chicago (April 2015).

the Pathfinder's organization and has a direct line to Pathfinder curriculum and materials through LCLD. 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 Pathfinder Program.

Peer Networking: Pathfinders are put into small working groups of three-to-five peers. These groups are valuable for dissecting and preparing case studies at in-person meetings and for working through experiential learning action assignments. Peer groups also help Pathfinders grow their professional networks.

Selection Process

LCLD Member organizations have the opportunity to nominate Pathfinders from their organizations through the online Pathfinder Selection Form. This is the exclusive method of entry into the Pathfinder Program. The selection period runs from December through late January each year. LCLD holds an informational conference call during every selection period to answer questions from LCLD Member

organizations about the program. Member organizations may select up to two Pathfinders each year.

Fees and Expenses

Participation in the program costs \$1,800 per Pathfinder for Member law firms, and \$1,800 for two Pathfinders for Member corporations.

Pathfinders are 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 Pathfinder(s) to attend both In-Person Meetings and Compass Conversations.

For additional information about the LCLD Pathfinder Program, please visit www.lclldnet.org/programs/pathfinders/.

For questions about the program, please contact Erin Hess, Program Manager, at ehess@lclldnet.com.