

NALSC 2022 Fall Symposium

FRIDAY OCTOBER 21

8:00 ET **Registration and Exhibitor Booths Open** *Welcome totes Sponsored by Chambers Associate*

8:00-9:00am ET **Continental Breakfast** *sponsored by Faegre Drinker Biddle & Reath LLP*

9:00-9:15am ET **Welcome by NALSC and Hogan Lovells US LLP**

9:15-10:00am ET **Keynote Presentation**

Keynote Speaker: [Jason Feifer](#) - Editor in Chief of *Entrepreneur Magazine* and author of *Build for Tomorrow*

“Jason Feifer is a champion of change, who helps inspire people to embrace and make change, and helps organizations understand how to overcome people's resistance to change.” Whether you are a recruiter or a law firm recruiting professional, together we play an integral part in assisting attorneys with career changes. As Editor in Chief of *Entrepreneur Magazine*, Jason has studied the subject of change at length and analyzed the patterns. There are four phases which include: panic, adaptation, new normal, and “wouldn't go back.” His expertise will be very useful in guiding candidates considering a move and smoothing the transition when they ultimately decide to do so. Jason says, “Where Can Change Lead You? The process can be painful, but the goal is profound: Find something new that you'd never want to lose.”

Sponsored by Practus, LLP

10:00-10:15am ET **Coffee Break and Sponsor Tables** *Coffee break sponsored by Morrison & Foerster LLP and Seyfarth Shaw LLP*

10:15-11:00am ET **Hybrid Integration: Strategies for Mentoring/Culture Building Within Today's Law Firm Platform**

Moderator: [Mitchell Satalof](#) - President of Juris Placements, Inc. and President of NALSC

Panelists:

[Peter F. Alexander](#) - Global Recruiting Manager – US Lateral Associate Recruiting at Latham & Watkins, LLP

[Candace D. Campbell, ACC](#) - Director, Lateral Attorney Recruiting & Integration at Greenberg Traurig, LLP

[Fiona Trevelyan Hornblower, Esq.](#) - President & CEO, The NALP Foundation for Law Career Research and Education

[Bridget Salazar, MBA](#) - Regional Lateral Attorney Recruiting Manager at Morrison & Foerster LLP

Our expert speakers will provide the latest information on the collateral lasting effects of integration in the hybrid environment. Are new associates missing critical learning opportunities virtually? Are attorneys feeling immersed in the firm culture? Analyzing hybrid integration is critical in recruiting for optimizing attorney retention. The NALP Foundation will provide a framework for this important conversation by sharing newly-released findings from research on associate attrition and hiring. Panelists will then share their unique and creative initiatives for adapting and prospering as well as internal law firm survey results.

Sponsored by Greenberg Traurig, LLP and Troutman Pepper Hamilton Sanders LLP

11:00-11:15am ET **Coffee Break and Sponsor Tables** *Coffee break sponsored by Morrison & Foerster LLP and Seyfarth Shaw LLP*

11:15-12:00pm ET **The Data Behind the Shifting DEI Landscape**

[Star Carter, Esq.](#) – COO of Kanarys, Inc.

[Gary Miles](#) - President and CEO at Miles Partner Placement, LLC

Our speakers will share expertise on specific data and metrics that tell the DEI story in the legal industry. Kanarys is a data-driven company consulting on key performance measures for monitoring DEI progress. Which metrics move the needle and how have they proven effective in current initiatives? Legal search firm attendees will gain a better understanding of what DEI attorney candidates are looking for in a career move, while law firm recruiting professionals will learn how to best market their firm to prospective DEI talent. This relevant data is crucial for successful legal recruiting in an ever-shifting landscape.

Sponsored by Davis Wright Tremaine LLP and Firm Prospects

12:00-1:00pm ET **Luncheon (with Door Prize Drawing and Marina Sirras Fellowship Recipient)**

Luncheon sponsored by Leopard Solutions and Kilpatrick Townsend & Stockton LLP

Door Prizes sponsored by The Cluen Corporation

Marina Sirras Fellowship Award Presentation sponsored by Perkins Coie LLP

FRIDAY OCTOBER 21 (CONTINUED)

1:00–1:45pm ET **The Secrets of Partner Compensation and the Impact on Lateral Recruiting - Part II**

[Blane Prescott](#) - Managing Shareholder of MesaFive, LLC

Since compensation touches so many aspects of lateral partner recruiting (e.g., how much the candidate will be paid, how much a search consultant will be paid, how interested the candidate and the law firm are in one another, the basis upon which a candidate may ultimately be judged, etc.), it is crucial to understand the variety of partner compensation systems in use and how they work. And just as important, how similarly described systems may vary dramatically from one firm to the next. The second half of this program will focus on seven revealing questions every candidate, search consultant, and even law firm should ask before finalizing a deal for a lateral partner. Too often firms and candidates gloss over critical issues that may destroy the long-term success of the union. These 7 questions will dramatically increase the odds of success for both candidates and firms alike.

Sponsored by Goodwin Procter LLP and Goulston & Storrs, P.C.

1:45–2:00pm ET **Coffee Break and Sponsor Tables** *Coffee break sponsored by Morrison & Foerster LLP and Seyfarth Shaw LLP*

2:00–2:45pm ET **Planning for After the Boom: Recession Lessons from Veteran Recruiters**

[Joseph E. Ankus, Esq.](#) - President of Ankus Consulting, Inc. and Attorney Mental Health Education, Inc.

[Mark Jacobson, Esq.](#) - President of LegalSearch, Inc.

[Bill Vochoska, Esq.](#) - CEO of Lex Rex Partners, Inc.

This session will feature veteran recruiters who have experienced all types of markets including several recessions. Panelists will elaborate on strategies for counter-cyclical recruiting, reverse supply and demand, resistance to using recruiters due to a surplus of candidates, managing expectations, financial planning and budgeting, and more. Striking the right balance between recruiting in a boom market and preparing for a recession is critical for success in our industry and businesses. It's not a matter of "if" – it's a matter of "when."

Sponsored by Brown Rudnick LLP and Cozen O'Connor P.C and Kirkland & Ellis LLP

2:45–3:00pm ET **Coffee Break and Sponsor Tables** *Coffee break sponsored by Morrison & Foerster LLP and Seyfarth Shaw LLP*

3:00–4:00pm ET **Interactive Roundtable Discussions (attend two)**

Current topics include: Associate Attrition Study Results for 2021 from the NALP Foundation; Candidate Communication is Key; Maximize Your NALSC Membership; Nuts & Bolts of Associate Recruiting; Delicate Recruiting Situations; The Anatomy of Partner Recruiting; Best Practices for Search Firm Owners; Creating Podcasts; Recruiting for a Virtual Law Firm; Closing the Deal in this Candidate-Driven Market; Legal Recruiting from Both the Law Firm & Search Firm Perspectives and Helpful Hints; ALM-led Roundtable on Emerging Market Trends; and Leopard Solutions-led Roundtable

Sponsored by Akerman LLP; Baker & Hostetler LLP; Baker McKenzie; Bass, Berry & Sims PLC; Bilzin Sumberg Baena Price & Axelrod LLP; Cadwalader, Wickersham & Taft LLP; Cooley LLP; Crowell & Moring LLP; Dechert LLP; Duane Morris LLP; Dykema Gossett PLLC; Gibson Dunn & Crutcher LLP; Herrick, Feinstein LLP; Hogan Lovells US LLP; K&L Gates LLP; Kelley Drye & Warren LLP; Latham & Watkins, LLP; Loeb & Loeb LLP; Lowenstein Sandler LLP; Michelman & Robinson, LLP; Miles & Stockbridge P.C.; Moore & Van Allen PLLC; Nixon Peabody LLP; Orrick, Herrington & Sutcliffe LLP; Pillsbury Winthrop Shaw Pittman LLP; Reed Smith LLP; Rutan & Tucker, LLP; Stroock & Stroock & Lavan LLP; Wilson Sonsini Goodrich & Rosati

4:00–4:15pm ET **Coffee Break and Sponsor Tables** *Coffee break sponsored by Morrison & Foerster LLP and Seyfarth Shaw LLP*

4:15–5:00pm ET **Making the Most of a Candidate-Driven Market**

Moderator: [Mary Clare Garber](#) - Principal of Princeton Legal Search Group, LLC

Panelists: [Ethel Badawi, Esq.](#) - Co-Founder & Principal of Pollack Badawi Group LLC

[Lamont Johnson, Esq.](#) - Founding Partner at Elm & Broad Recruiting Solutions

[Kimberly Stockinger](#) - CEO at The Sweetbridge Group

This timely panel will focus on candidate engagement, candidate management, and alternate strategies for identifying potential candidates in this candidate-driven market. The interactive conversation will be particularly relevant for those with candidate-driven recruiting practices and for everyone who is navigating "the legal wars for talent." The pandemic and the demand for lawyers post-pandemic have fueled the continuing need for lawyers. What is your strategy for making the most of this market?

Sponsored by Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C. and Pirical

5:00–7:00pm ET **Rooftop Networking Cocktail Reception** *Sponsored by ALM, lawjobs.com, and ALM Intelligence Legal Compass*

7:00pm ET **Farewell**