

NALSC® 2025 Fall Symposium

THURSDAY SEPTEMBER 25

AT THE DENVER OFFICES OF POLSINELLI

6:00-8:00pm MT **Welcome Networking Reception**

FRIDAY SEPTEMBER 26

AT THE WESTIN DENVER DOWNTOWN

8:00am MT **Continental Breakfast, Registration and Exhibitor Booths Open**

9:00-9:15am MT **Welcome by NALSC President [Melissa Peters, Esq.](#), Founder of MP Legal Search**
Welcome by [Chase Simmons, Esq.](#), Chairman & Chief Executive Officer of Polsinelli

9:15-10:00am MT **Opening Session: “What’s Happening? Legal Industry and Hiring Trends”**

Opening Speakers: [Patrick Fuller](#), Chief Strategist at ALM Intelligence and [Fiona Hornblower, Esq.](#), President & CEO of the NALP Foundation

Fiona Hornblower, President & CEO of the NALP Foundation, and Patrick Fuller, Chief Strategist at ALM Intelligence, set the stage by presenting up-to-the minute research on what’s going on in the legal industry along with law firm and in-house lateral lawyer movement.

10:00-10:20am MT **Coffee Break and Sponsor Tables**

10:20-11:05am MT **“Building a Magnetic Personal Brand to Elevate Legal Recruiting Success”**

Speaker: [Kait LeDonne](#), Personal Branding Expert and Professional Speaker

Personal branding and LinkedIn expert Kait LeDonne delivers practical, real-world strategies to help legal recruiters stand out, work more efficiently, build stronger business relationships, and achieve better results. Kait brings a unique perspective with extensive experience in personal branding and familiarity with the legal industry through her comprehensive work with attorneys and recruiters.

11:05-11:25am MT **Coffee Break and Sponsor Tables**

11:25-12:55pm MT **Concurrent Breakout/Roundtable Sessions** *(two rotations so attendees can attend two topics)*

Breakouts taking place concurrently with Interactive Roundtables:

- **“The Anatomy and Lifecycle of the Deal”**

Speakers: [Gary Miles](#), President and CEO at Miles Partner Placement; [Lisa M. Pilotto](#), Chief Recruiting Officer at Polsinelli

See the view from both sides of the table, specifically strategy, process, timeline, and nuances. These experts will also discuss anticipating trouble spots and working around them, what to do before even reaching out to a law firm/search firm; knowing your value and how to communicate it; building a strong relationship and trust; working as a team; collaboration; cooperation and transparency.

- **“The Job is Perfect! How do I Get Candidates to Respond?”**

Speaker: [Amy Goldstein, Esq.](#), Founder of Grayson Allen, Inc.

Veteran legal recruiter and lawyer career coach Amy Goldstein of Grayson Allen, Inc. discusses how to build credibility in the marketplace to help overcome the challenge of competing with the inundation of irrelevant messages, emails and texts we all receive every day. Plan on a collaborative conversation about best methods for outreach for hot, warm and cold contacts, messages that capture attention and how and when to follow up because it is rarely one and done. For search firms only.

- **“Group Interactive Discussion: Navigating Sticky Situations”**

Moderators: [Dan Binstock, Esq.](#), Partner/Co-Owner of Garrison Sisson and [Shannon Davis](#), Chief Legal Recruiting and Integration Officer of Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.

Join us for a highly interactive session designed to tackle the real-world challenges legal recruiters face every day—where clear answers are often elusive. Facilitated by Dan Binstock and Shannon Davis, this dynamic discussion will invite high levels of audience participation in exploring complex scenarios, sharing suggested approaches, and developing best practices. Come prepared to engage, exchange ideas, and leave with practical insights you can apply immediately.

Interactive Roundtables taking place concurrently with Breakouts

- Topics currently include: What Goes into an In-house Lawyer's Compensation Package?; Partnership Agreements and Their Role in Lateral Recruiting; To Scale or Not to Scale Your Recruiting Business, Reprise; Recruiting Nuts & Bolts; Proper Due Diligence in Lateral Law Firm Partner Movement; Pick Your Headhunter's Brain, Reprise; Going Up Against the Big Guys; Law Firm Integration; Working with Bots; and Opening the Black Box: A Day in the Life of a Law Firm Recruiter.

1:00-2:00pm MT **Luncheon and Door Prize Drawings**

2:00-3:00pm MT **KEYNOTE – “Thriving through the Chaos: Science-Based Tools to Emotionally and Cognitively Thrive and Maximize Your Productivity”**

Speaker: [Jarrett Green, Esq.](#), Founder of NKBconsultancy.com

Tailored to legal recruiters and backed by scientific evidence, former Skadden lawyer Jarrett Green's presentation will show us how to experience less stress and more greatness—more happiness, heightened focus, improved productivity, optimized cognition, and enhanced overall success in our work and lives. Since leaving law practice, Jarrett earned a master's degree in psychology; co-founded USC's Gould School of Law's Mindfulness, Stress Management & Peak Performance Program; and consults and leads programs for nearly half of the AmLaw 100 as well as for many Fortune 500 companies.

3:00-3:20pm MT **Coffee Break & Exhibitor Booths**

3:20-4:05pm MT **“Understanding the Business: A Nuanced Approach to Recruiting Financial Terminology”**

Moderator: [Blane Prescott](#), Consultant and Managing Shareholder with MesaFive, LLC

Panelists:

[Danielle Kruger, J.D.](#), Search Director of Pye Legal Group

[Chase Simmons, Esq.](#), Chairman & Chief Executive Officer of Polsinelli or [Scott Fletcher](#), Chief Operating Officer and Chief Financial Officer of Polsinelli

Panelist TBD

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To succeed in legal recruiting, we need to truly understand our clients' business. Top legal industry consultant Blane Prescott leads a panel of law firm leaders as they demystify law firm finances and how they work, including the definitions of terms (i.e., realization rates, working atty hours, etc.) and how that can vary from firm to firm. And, Danielle Kruger will explain what economic considerations affect in-house lawyer hiring and compensation.

4:05-4:35pm MT **Champagne Toast, Coffee Break and Sponsor Tables**

4:35-5:20pm MT **“Best Practices for Interviewing and Acquiring Lateral Talent”**

Speakers: [Eva Wisnik](#), Founder of Wisnik Career Enterprises, Inc. with [Jessica Grayson](#), Chief Growth Officer at Stradley Ronon Stevens & Young LLP

This interactive session will provide recruiters with the Who, What, Where, and When to support an efficient and successful decision-making process. Eva Wisnik, founder of Wisnik Career Enterprises, Inc., has trained attorneys at more than 90 law firms in interviewer skills and Jessica Grayson, Chief Growth Officer at Stradley Ronon, will share practical insights and tools to help you to implement strategic recruiting processes that reap the desired results.

5:30-6:30pm MT **Wine & Cheese Closing Reception**

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