



# LCLD ALUMNI Coaching Circles

## Frequently Asked Questions

### What is an LCLD Alumni Coaching Circle?

Formerly known as Advocacy Groups, LCLD Alumni Coaching Circles meet virtually twice a month. The specific purpose of each meeting is for the group to provide career advice, support, and guidance to a selected group member. By the end of the program, each group member will benefit from individualized support during a session devoted to them.

### What are the benefits of joining?

1. You will strengthen your LCLD relationships beyond those created within your program year. In Coaching Circles, you will interact with LCLD Alumni from Pathfinder and Fellows classes spanning from 2011-2023.
2. In support of LCLD's mission, the primary goal of the Coaching Circles is to propel the career trajectory of each group member through strategic career advice, guidance, and support. The higher we rise within our organizations and firms, the more influence we have, increasing our collective power to diversify the legal profession.
3. It's rewarding. When you participate in a Coaching Circle, you may encounter someone at a career crossroads. When your group member succeeds after implementing the group's feedback, or when someone in the group thanks you for an idea you shared, you'll know you have made an impact. And that feels good.

### How does it work?

Once you sign up, LCLD will assign you to a group. Your group leaders will then identify two 30-minute time slots each month that generally work for the group. The group leaders will create a schedule of presenters and subjects at the onset of the group. During each meeting, one group member will "present" another member and lead a valuable coaching discussion (*as determined by the schedule*).

### What is the time commitment to participate?

Two virtual meetings per month – 30 minutes each.

### Who will be in my Coaching Circle?

Each Coaching Circle will consist of 12-15 LCLD Alumni, which will include a mix of both outside and in-house counsel and both LCLD Fellows and Pathfinders. Individuals from the same firm or company will not participate in the same group.

### What is the Group Leader's role and can I sign up to be one?

Each Coaching Circle will have two Group Leaders. Their responsibilities include: working with their co-leader to schedule monthly calls, selecting the order in which people serve as subject and presenter, and ensuring the group is running smoothly. If you are interested in the role, please note that in your registration form.

### What about confidentiality?

The discussions in the Coaching Circle remain within the group, unless the person sharing the information expressly authorizes permission to share. For example, if someone is looking for a new position, the group must keep that in the strictest of confidence. But, if the job seeker requests an introduction to someone outside of the group, the group member facilitating that connection may take it beyond the Coaching Circle (*again, with the person's express permission*).

### What if an urgent career issue arises outside of my monthly group meetings?

If you encounter an issue that needs your prompt attention and you'd like the benefit of your group's input, please email your group and request a "snap meeting." Then, send everyone a 30-minute meeting request and anyone who is available will join. *Examples of urgent issues include a new job offer or a challenging interaction with a boss or subordinate.*

*If you have any questions about the Coaching Circles program, please contact Alyssa Yuen, Alumni Program Manager at [ayuen@lclld.com](mailto:ayuen@lclld.com).*