



Pathfinder Program Facilitator Guide

The LCLD Pathfinder Program aims to supplement existing professional development programs at Member organizations by providing high-potential, early-career attorneys from diverse backgrounds 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

Program Facilitators, all of whom are LCLD Alumni, will be assigned a group of around 10 Pathfinders to support throughout the program. This year, Facilitators will work in pairs, with two Facilitators assigned to each Pathfinder group. The Facilitator role is guided by three main concepts:

1 Experiential. Facilitators are senior professionals with valuable legal experiences. As Pathfinders progress through the program components, we encourage them to share their own insights with their Pathfinder group to further enrich the experience. We also encourage them to help their Pathfinders identify and obtain leadership roles and stretch work assignments to deepen their professional development. We view Facilitators 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 Facilitators to assist their Pathfinders in integrating the content of the program with other professional development opportunities and navigating the broader institutional culture at their respective organizations.

3 Logistical. Facilitators should be mindful of the major dates and deadlines for the program and check in periodically with their Pathfinder group. Facilitators are 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, Facilitators will serve as a "sounding board" for their 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 April 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 2024 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 19, 2024, 2:00 – 3:00 pm ET	Program Facilitator Welcome Call
June 11, 2024, 2:00 – 2:30 pm ET	Program Facilitator Check-In Call #1
August 28, 2024, 2:00 – 2:30 pm ET	Program Facilitator Check-In Call #2
September 24, 2024, 2:00 – 2:30 pm ET	Program Facilitator Feedback Call
<i>Please note that all calls are optional and intended to enhance your experience as a Facilitator.</i>	

Pathfinder Program Components

- **Program Registration and Preparatory Tasks.**

Pathfinders are asked to complete their Directory profile and connect with LCLD via social media.

- **Class Meetings.** Two in-person class meetings bookend the program and take place in February and October. A regional session will also occur to allow Pathfinders in each of our geographic regions to connect.

- **Online Learning.** Pathfinders will be assigned two

e-modules, focused on *Self-Awareness* and *Relationship Building*. Each will include an e-learning segment and a reflection and discussion guide. *Please note that Facilitators are given access to the e-modules, but are not expected to complete them.*

- **Peer Circle Networking:** During class meetings and throughout the program, Pathfinders will meet in small working groups to facilitate networking and discuss e-module content.

Key Dates for Pathfinders

DATE	LOCATION	EVENT
February 7, 2024	Online	Virtual Welcome Event
February 21-23, 2024	In-Person	2024 Pathfinder Spring Class Meeting
March 26, 2024	Online	E-Module Kick-Off and E-Module 1 Opens (<i>Self-Awareness</i>)
Summer 2024	In-Person	Regional Meetings
June 26, 2024	Online	E-Module 2 Opens (<i>Relationship Building</i>)
TBD	Online	Various Virtual Content Sessions
October 9-10, 2024	In-Person	2024 Pathfinder Fall Class Meeting
<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 2023 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, @email20.com, and @lclld.com.

If you have any program questions or concerns, please contact Senior Manager of Pipeline & Early Career Programs Sarah Alexander at salexander@lclld.com or (207) 347-0483. For general information, please visit the [Pathfinder Program webpage](#).