

Welcome LCLD PATHFINDER





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Dear LCLD Pathfinder,

Welcome to the Leadership Council on Legal Diversity!

LCLD was founded in 2009 by the country's leading general counsel and managing partners to provide a new generation of diverse legal talent with the tools and knowledge to excel in the legal profession.

Your program, Pathfinder, was launched in 2015 as a seven-month, multifaceted learning experience designed to help you develop leadership skills, build professional relationships and networks, and form a successful career development strategy.

In designing this year's curriculum, we've thoughtfully included small group elements, adjusted meeting structure to encourage engagement, and increased the number of opportunities for your class to stay connected throughout the year. Our goal is to make this year's Pathfinder Program more valuable than ever.

As a 2024 Pathfinder, you'll also have access to additional programming developed for the LCLD community in 2020, including in-depth conversations with corporate and law firm leaders, and expanded opportunities now that in-person meetings have resumed. You'll also enjoy the benefit of lifelong membership in our LCLD Alumni organization.

The following items are included in this Welcome Package, with additional resources available on the LCLD website.

- Pathfinder Program Components
- Program Content Themes
- 2024 Calendar of Events
- Next Steps

Your selection as a Pathfinder reflects the confidence your organization has in you as a developing leader. Again, welcome to the Pathfinder Program. I hope you will find it to be an exciting career-development experience!

Sincerely,

Sarah Alexander
Senior Manager of Pipeline & Early Career Programs
Leadership Council on Legal Diversity

PATHFINDER PROGRAM IMPORTANT CONTACTS

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LCLD PATHFINDER PROGRAM

THE LCLD PATHFINDER PROGRAM is designed for diverse, high-potential, early-career attorneys—the very people, building adult lives while working around the clock, who sometimes report feeling isolated, overwhelmed, and underinformed about the nuances and unwritten rules of a successful legal career.

As most LCLD organizations work hard to mitigate these factors, this program provides additional support by equipping Pathfinders with practical tools and ample opportunities to build professional relationships, leadership skills, internal and external networks, and effective strategies for career development that apply to both in-house and law firm practice.

The 2024 Pathfinder curriculum will provide you with rich, relevant content that has immediate practical application. In addition to two in-person Class Meetings

this year, you'll have the opportunity to attend a smaller in-person regional session. The Class Meetings will bookend your Pathfinder program year, and in between you'll experience small group interactions, peer support, virtual learning sessions, and ample opportunities to network and bolster your individual career development.

Our hope is that you'll build relationships strong enough to endure long after your programming year ends—no matter what organization you work for, and what your long-term goals or practice area might be.

By the end of this year, you may find that your fellow Pathfinders have become your friends, your colleagues, and some of your most trusted advisors.

PROGRAM COMPONENTS

The 2024 Pathfinder Program includes:

- Two In-Person Class Meetings
- Regional Sessions
- Virtual Learning Sessions
- E-Learning Modules
- Peer Circles
- Program Facilitator

DID YOU KNOW?

The Pathfinder Program launched in 2015 with 40 participants and has grown exponentially over the past eight years. 2023 saw the largest Pathfinder class to-date, with 482 participants. Since inception, 2,319 attorneys have completed the program.



PROGRAM CONTENT THEMES

Throughout your 2024 Pathfinder year, you will be exposed to a variety of topics meant to help you strengthen your career trajectory. Below are the key themes that you will explore in-depth during class meetings, regional sessions, e-modules, virtual sessions, and peer circles. Think of your affiliation with LCLD as a renewable resource, with unlimited opportunities for personal and professional growth, all made possible by your participation as a 2024 Pathfinder.

STRATEGIC
CAREER
PLANNING

EFFECTIVE
COMMUNICATION

NAVIGATING
WORKPLACE
DYNAMICS

SELF-
AWARENESS

PRIORITIZATION

NETWORKING

2024 CALENDAR OF EVENTS

Below are some of the key dates for programming during your 2024 Pathfinder year. Mark your calendar today and keep an eye out for additional event invitations throughout the program.

DATE	EVENT
February 7, 2024	Virtual Welcome Event
February 21-23, 2024	Spring Class Meeting (<i>in-person</i>)
March 26, 2024	E-Module Kick-Off and E-Module 1 Opens: Self-Awareness (<i>virtual</i>)
Summer 2024	Regional Sessions (<i>in-person</i>)
July 26, 2024	E-Module 2 Opens: Relationship Building (<i>virtual</i>)
Year Round	Various Virtual Content Sessions
October 9-10, 2024	Fall Class Meeting (<i>in-person</i>)

THE ATLAS AWARD

We understand that participation in the Pathfinder program is not only an honor, but also requires a commitment on your part. Last year, we introduced an award to recognize the Pathfinders with the highest levels of engagement throughout the program. You will receive points for attending events (both virtual and in-person) and completing various exercises (like the e-modules mentioned above). To win this award, you will need to earn 8+ points throughout the program. Winners will be notified and recognized at the end of the year.



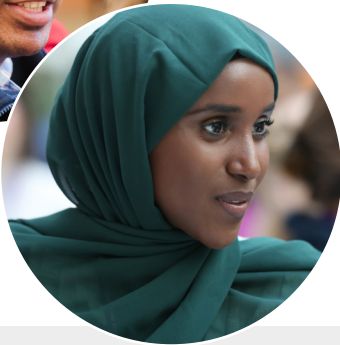
WHAT FORMER PATHFINDERS HAVE SAID...



During the Pathfinder Program, I met hundreds of incredible and diverse rising stars from across the country, gained insight about Fortune 100 companies committed to the LCLD mission, and further developed my career and leadership skills. Although I've now completed the program, I know I'll see my Pathfinder friends again as Alumni!"

ANITRA RAIFORD CLEMENT

Shook, Hardy & Bacon LLP | 2019 Pathfinder



For me, the Pathfinder program was so much more than the curriculum and the networking opportunities. It was getting to know my authentic self in the work setting. It was making friends. And not just conference friends; actual connections and friendships that we make the effort to keep going. It's being a part of a group of people that genuinely want to see each other succeed. It was just truly a transformative experience"

PATRICIA PEÑA

Davis Wright Tremaine LLP | 2022 Pathfinder



The big thing I've taken away from the program is that when it comes to being successful, it's not enough just to be skilled. To be successful, you have to develop relationships. A lot of the things I've learned here, I wouldn't necessarily have learned through the everyday course of doing my job, and I really appreciate the fact that the Pathfinder Program gave me practical solutions for how to get where I want to go. The relationships we've formed during the program are ones that will last for the entirety of our careers, and you simply can't replicate that."

NICK HARPER-SMITH

Helsell Fetterman LLP | 2015 Pathfinder



YOU'VE GOT MAIL

In February, you'll start to receive **#TalentRising**, LCLD's weekly newsletter for current Pathfinders, Fellows, and LCLD Alumni. This publication includes opportunities to engage, personal announcements, helpful resources, and job opportunities.

To submit your own announcement to the newsletter, please [click here](#) or contact Devin Garcia at dgarcia@lclld.com.

NEXT STEPS

All of this is just the beginning. Now that you've gotten a taste of what's in store for you as a Pathfinder, it's important to take the next step today.

1. [Claim your LCLD Community Hub account](#). You will need this account to register for events and create your LCLD directory profile.
2. Add the following email domains to your safe sender list: @cmail19.com, @cmail20.com, and @lclld.com.
3. Join the [2024 LCLD Pathfinder GroupMe](#) to connect with your cohort.
4. Bookmark the [LCLD Pathfinder webpage](#) and visit the [LCLD Events webpage](#) often so you don't miss any upcoming opportunities.

Welcome to the LCLD Pathfinder Program!

THE LEADERSHIP COUNCIL ON LEGAL DIVERSITY is an organization of more than 440 corporate chief legal officers and law firm managing partners—the leadership of the profession—who have pledged themselves, through our Leaders at the Front initiative and other means, to creating a truly diverse U.S. legal profession. Our action programs are designed to attract, inspire, and nurture the talent in society and within our organizations, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership. By producing tangible results in our institutions, we work to promote inclusiveness in our organizations, our circles of influence, and our society, with the ultimate goal of building a more equitable and diverse legal profession.



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COUNCIL
ON LEGAL
DIVERSITY

LEADERSHIP • ACTION • RESULTS