



LEADERSHIP COUNCIL ON LEGAL DIVERSITY

# 2024 Fellows Program Prospectus



Founded in 2011, the Fellows Program connects high-potential attorneys from diverse backgrounds at LCLD Member organizations, providing a year-long professional development program focused on leadership and relationship building. The program gives participants the opportunity to learn from top leaders in the legal profession as well as experts in the fields of learning and development and executive coaching.

## Program Components

The Fellows Program requires a serious time commitment from participants. LCLD Member organizations should confirm that their nominated Fellow is aware of the program components and is committed to being an active participant. Fellows are encouraged to attend as many events as possible during their Fellowship year.

**1 Class Meetings.** Designed to help Fellows develop executive presence, self-awareness, and management skills, Class Meetings bring the Fellows cohort together for substantive learning sessions. In 2024, Fellows will be invited to two in-person Class Meetings, which will include panel and guest speaker presentations, small group breakouts, individualized instruction and reflection, and networking opportunities:

- **February 22-24, 2024** (hosted in San Diego, CA)
- **Fall 2024** (hosted in Washington, DC)

**2 Regional Meetings.** Hosted in various cities across the country, Regional Meetings provide Fellows with the opportunity to focus on leadership, skill development, and relationship building in a smaller group setting. Fellows are encouraged to attend the Regional Meeting closest to their location.

**3 Learning Experiences.** Hosted by LCLD Member corporations, Learning Experiences allow Fellows to interact with key legal and business leaders of large U.S. corporations. These small group events are limited to 35 Fellows and offer unique insight into the essential role that in-house and outside counsel play in contributing to the success of the business.

**4 Leadership Lunches.** Hosted by LCLD Member organizations, Leadership Lunches feature a Managing Partner and/or General Counsel. Attendance at each lunch is limited to 15 Fellows to enhance the opportunity for meaningful, high-quality learning and connection with the speakers.

**5 Accountability Partners.** Fellows are assigned to small groups—Accountability Partners—to work with collaboratively during the program year. AP groups offer peer support and are encouraged to meet regularly throughout the program.

**6 Virtual Programming.** Virtual sessions are designed to supplement the in-person programming. Some sessions may be geared towards specific subsets of the Fellows class (e.g. In-House, Law Firm), while others will engage the entire class.



## Fellows Candidate Requirements

Members are encouraged to select mid-career emerging leaders who have distinguished themselves within their corporation or law firm. Ideal candidates will possess the following:

- A practicing attorney with eight to fifteen years of professional legal experience.
- A career history of strong performance, including being widely recognized as indispensable to key clients and colleagues.
- Identified as being on a trajectory towards leadership positions within the organization.

## Program Logistics

### Selection Process and Timeline

- 1 All LCLD Fellows must be selected by their respective General Counsel or Managing Partner and formally nominated through the online [LCLD Fellow Nomination Form](#).
- 2 The 2024 Fellows Program nomination period is November 7, 2023 through January 10, 2024.
- 3 Fellows will receive a confirmation email once their nomination is submitted to LCLD.
- 4 2024 Fellows will receive welcome packages in late January 2024.

**For questions or for more information**, please visit the [LCLD Fellows Program](#) web page or email [nvelasquez@lcl.com](mailto:nvelasquez@lcl.com).

## 2024 Fees and Expenses

LCLD will host two in-person Class Meetings and in-person Regional Meetings for the 2024 program year. Members have the option to nominate both Fellows and Pathfinders for a dual program discount. For 2024:

- **Corporate LCLD Members:**
  - ◆ **To Nominate Fellows Only:** \$4,000 covers participation for two Fellows.
  - ◆ **To Nominate Fellows and Pathfinders:** \$6,500 covers participation for two Fellows and two Pathfinders.
- **Law Firm LCLD Members:**
  - ◆ **To Nominate Fellows Only:** \$4,000 covers participation for one Fellow.
  - ◆ **To Nominate Fellows and Pathfinders:** \$6,500 covers participation for one Fellow and two Pathfinders.

Fellows will be responsible for any travel and lodging expenses associated with participation in the LCLD Fellows Program. As a result, LCLD Member organizations should plan to cover travel expenses for their Fellows to attend any Class Meetings, Regional Meetings, Learning Experiences, or Leadership Lunches.



*LCLD programs are open to all; LCLD does not discriminate on the basis of any protected characteristic.*