



# Memo

To: Law Department Management Network Leaders

From: Nicholas Moses, Manager of Practice Networks and Legal Operations Services

Date: December 7, 2022

Re: 2023 Annual Meeting Call for Programs Data

In anticipation of the 2023 Annual Meeting Call for Programs, below you will find data to aid the Law Department Management Network in developing its program submissions. All data provided is representative of activity from October 1, 2020 through September 30, 2022.

## 2019-2021 ANNUAL MEETING LAW DEPARTMENT MANAGEMENT NETWORK SESSION ATTENDANCE

Session	Attendees
<b>2022</b>	
Building a Culture of Professional Development	108
What about the "G" in ESG?	152
Delegation: Shift from Doing to Leading	135
Leadership in Times of Crisis	Declined
Do you have the influence you need to lead?	Declined
<b>2021</b>	
Career Growth and Development for the Next Generation	185
Follow the Yellow Brick Road - to the GC Suite!	287
Being your Business Partner's Best Friend	Declined
Quiz Bowl: Test Your Business Financial Acumen	Declined
<b>2020</b>	
Mindfulness Negotiations	206
So, You Want to Join A Corporate Board?	232
Managing Conflict and/or Avoidance with Your Team	310
Career Growth and Development for the Next Generation	Deferred
Follow the yellow brick road to the GC suite!	Deferred

Leading Through Change	Declined
How to Run Your Department Like a Business Unit	Declined
When Technology Becomes a "Must Have" vs. "Nice To Have," and How To Get It	Declined

## **2020-2022 LAW DEPARTMENT MANAGEMENT NETWORK SURVEY SUGGESTED TOPICS**

- Building out non-legal functions in the legal department (privacy, risk, compliance)
- Employee engagement; best practices for law department management;
- Cybersecurity, Director liability.
- Pay structures and reviews
- Less DEI - this is not a focus for anyone that I know. It's not that I don't want diversity - that's a nice to have. DEI- does not keep me up at night - employee burnout, more work/less staff, push to keep things in-house, lack of technology (i.e., no CLM tool), etc. makes me bolt awake at 3 am.
- Establishing an ERM program
- Leadership development, presence,
- Changing HR issues post covid (quiet quitting, increase in discrimination claims, pros/cons of flexible schedules, etc)
- Cyber security and other risk management concerns
- Six Sigma for Law Depts
- Managing legal and non-legal teams - when your department encompasses not-really-legal team members
- I like every single example - and it'd be great if we had a class on how to show the value of an internal law dept to those that think we're just a cost center
- Rapidly changing legal environment, SEC disclosures, ESG, privacy,
- Legal Department budget
- Collections of suggested approaches to management - feature stories on managers who have succeeded in Docket Articles or Quick Hits.
- Motivating and developing staff; identifying strengths and passions for self and staff; taking care of ourselves/mental health; tips on presenting/speaking
- Innovation; Panel Convergence; Productization of Services; Product Counsel Role
- D&I for small law firms & companies without a D&I officer; Contract Management; In-House, Outside Counsel, Offshore, or AI - when to use what?
- Expansion of WFH to allow for greater diversity/inclusion via remote employment. In other words, company law departments need to join the 21st century!
- The relationship between leadership and change management (e.g., encouraging engagement in company-wide initiatives)
- OEDC initiatives on tax morality

- HOW TO EFFECTIVELY IMPLEMENT PROCESSES TO IMPROVE COMPANY PERFORMANCE AND TO ADDRESS INCREASED SCALE.
- Non-software contract tracking; resource allocation and hiring in small-to-med companies
- How to influence (and support) law firms to enhance D&I in their organizations and on our files? What information and metrics help us determine if they are doing that well - i.e. follow the money - does the diverse lawyer on the file get financial credit for the file or does it go elsewhere?
- How to start ESG programs
- Real world examples of how Law Departments are using metrics to improve their work, culture, and D&I.
- Hot topics; trends and best practices. It's difficult to find topics that appeal to the broad range from small to large law departments.
- How do you keep finding new ways to save money in an environment of never-ending legal challenges?
- GDPR
- Business Interruption - Multiple reasons - Pandemic to Cyber Crime
- Remote law departments during COVID19 pandemic
- The GC's role in company culture formation
- Use of data and metrics by law department leadership
- Influencing and maintaining culture in a virtual environment.
- Building a budget and forecasting outside counsel fees; Managing outside counsel to control costs; Building Relationships and Trust with Sales and Operations
- Influencing culture, diversity and inclusion, challenging situations in managing a department, impact of COVID and work from home accommodation requests
- How to build trust in a remote work environment so that teams keep performing and are supported during ccp pandemic
- Diversity and Inclusion
- I always like to hear about topics that "keep people up at night"
- How to get internal buy-in on legal items.
- No regarding diversity and inclusion as they are very trendy and never defined. More practical programs re law department management are preferred.
- Doing more with less
- All the managing a department in COVID programs have been good. Keep them coming! Also, D&I and employment law issues
- talent retention; digital transformation; innovation
- Contract Management Systems; Document Management Systems; Best Practices for Small Law Departments

- How you are managing a diverse team and retaining them? What are incentives you are putting in place from a management side and for a career perspective for diverse talent??

## 2020-2022 LAW DEPARTMENT MANAGEMENT NETWORK ONLINE EVENT ATTENDANCE NUMBERS

APAC Call (APAC) – Short (15 to 30-minute) presentations on the latest legal trends made on the monthly Network Teleconference calls. Available live or on-demand through the ACC Education Archive. No CLE/CPD credit available.

EMEA Call (EMEA) – One-hour live presentations on the latest legal trends. Available live or on-demand through the ACC Education Archive. CLE/CPD credit available for a fee.

Legal Quick Hit (LQH) – Short (20 to 45-minute) presentations on the latest legal trends made on the monthly Network Teleconference calls. Available live or on-demand through the ACC Education Archive. No CLE/CPD credit available.

Roundtable Discussion (R) – Short (15 to 30-minute) presentations on the latest legal trends made on the monthly Network Teleconference calls. Available live or on-demand through the ACC Education Archive. No CLE/CPD credit available.

Webcast (W) – One-hour live presentations on the latest legal trends. Available live or on-demand through the ACC Education Archive. CLE/CPD credit available for a fee.

2020-2022			
9/22/2022	Creating Mindful Habits	LU	37
9/21/2022	A Negotiations Skills Webcast	W	348
7/13/2022	<b>Co-sponsored w/CSN</b> What's Your Strategy? Will You Drive the Future or Be Driven Crazy by Whatever Comes Your Way Next?	LU	102
6/8/2022	See and Be Seen: Networking and Effective Social Media Use for Career Progression	LU	43
5/4/2022	Tales from the Trenches: Finding Your First GC Role <b>(Included Networking)</b>	LU	95
4/13/2022	Leading in a Worldwide Crisis: Learnings and Insights into a Corporation's Action Plans <b>(Included Networking)</b>	LU	25

3/9/2022	<b>Co-sponsored by the Corporate &amp; Securities Law, Real Estate Law, and Women in the House Networks</b> Tips for Moving from a non-GC Role to a GC Role <b>(Included Networking)</b>	LU	310
3/8/2022	<b>Co-sponsored w/ the Compliance &amp; Ethics, Real Estate, International Legal Affairs, and Corporate &amp; Securities Law Networks</b> The Emergence of Foreign Investment Control: A Cross-Border Primer with an In-house Perspective	EMEA	38
2/9/2022	Starting a New Job in a Remote/Hybrid World <b>(Included Networking)</b>	LU	84
1/26/2022	Managing Conflict Up, Down & Across Your Organization	LU	80
1/12/2022	Wellness Quick Hit – Start the New Year Off Right! <b>(Included Networking)</b>	LU	46
11/10/2021	5 Simple Ways to Elevate Your Talent, Retention, and Value Amidst the Great Talent Debate <b>(Included Networking)</b>	LU	35
10/6/2021	Change Your Contract Management Experience Forever	W	96
9/15/2021	Cross-Functional Teams: Going Beyond Technical to A Comprehensive Approach to Cyber Resilience	W	51
9/8/2021	<b>Co-sponsored w/ Corporate &amp; Securities Law Network</b> The Delta Variant: Managing (the Latest) Company-wide Risk <b>(Included Networking)</b>	LU	136
9/1/2021	What Got You Here Won't Get You There	W	128
8/17/2021	Unlock Opportunity: Shop Talk with Veta Richardson that every Legal Executive and Manager Needs to Hear <b>(Included Networking)</b>	LU	51
7/14/2021	Negotiating Compensation for Yourself and For Your Team <b>(Included Networking)</b>	LU	120
6/9/2021	Key Considerations for Law Department Managers Related to Remote Work <b>(Included Networking)</b>	LU	39
5/12/2021	Social Justice and the Role of Legal Leaders in Promoting and Supporting Allyship within Your Organization <b>(Included Networking)</b>	LU	65
4/14/2021	Navigating and Combatting Implicit Biases in Hiring and in Performance Management <b>(Included Networking)</b>	LU	42
3/10/2021	From Interviewing to Performance Management: Navigating the Remote Workforce <b>(Included Networking)</b>	LU	54
2/10/2021	<b>Co-Sponsored w/ Energy and Environmental &amp; Sustainability</b> How to Develop and Advance an Environment, Social and Governance (ESG) Program <b>(Included Networking)</b>	LU	111

1/21/2021	<b><i>Co-Sponsored with Real Estate, Women in the House, &amp; Information Governance</i></b> Session 2: What Every GC, Board, and Corporation Needs to Know About Diversity, Inclusion and Equity <b><i>(Included Networking)</i></b>	LU	141
1/13/2021	M&A Dealmaking 2021: The Role of In-House Counsel <b><i>(Included Networking)</i></b>	LU	163
12/15/2020	<b><i>Co-sponsored with Women in the House &amp; Real Estate Law</i></b> Session 1: What Every GC, Board, and Corporation Needs to Know About Diversity, Inclusion and Equity <b><i>(Included Networking)</i></b>	LU	58
12/9/2020	Managing Conflict in Remote Teams	LU	41
11/18/2020	Lawyers as Endurance Athletes: 5 Tips to Developing Stronger, more Resilient “Mental Muscle” in Your Life	LU	83

## 2020-2022 POPULAR LAW DEPARTMENT MANAGEMENT NETWORK LEGAL RESOURCES

(The resources below include all resources during the period with 100 or more views.)

Resource Title	Views
<b>2020-2022</b>	
<a href="#">Businesses Seek to Provide Abortion Travel Benefits in Light of Potential Supreme Court Decision</a>	41
<a href="#">Florida's Stop WOKE Act Is Set To Go Into Effect On July 1 - What Should Employers Do?</a>	51
<a href="#">Federal Government Response to Dobbs Begins to Take Shape</a>	17
<a href="#">Texas Pre- and Post-Dobbs Landscape</a>	27
<a href="#">A Job Applicant Is Not An Employee For Compensation Purposes</a>	19
<a href="#">The Future of Hybrid Working: Full Steam Ahead or a Screeching U-Turn?</a>	299
<a href="#">Implementation Deadline for the European Directive on Working Conditions is Imminent: Prepare for New Information Obligations</a>	635
<a href="#">Quick Overview: Key Considerations for US Summary Plan Descriptions</a>	57
<a href="#">Tips to Be a More Effective Facilitator</a>	173
<a href="#">Succession Planning for Legal Departments: A Roadmap</a>	314
<a href="#">Tips for Successful Strategic Planning</a>	223
<a href="#">Business Communications Bootcamp: Effective Communications Tips</a>	206

<a href="#">Increase Performance and Productivity Throughout Your Law Department with Love</a>	172
<a href="#">Ye Giveth &amp; Ye Taketh: Incentive Compensation, Protecting Reputation Via Clawbacks</a>	286
<a href="#">Four Tips to Build a Brand</a>	101
<a href="#">Tips for Creating an Inclusive Work Environment</a>	103

## 2020-2022 POPULAR LAW DEPARTMENT MANAGEMENT NETWORK EGROU DISCUSSION TOPICS

*(The topics below include all substantive eGroup discussions during the period with 3 or more replies.)*

6/2/2022	<a href="#">Private offices vs. cubicles for in-house lawyers</a>
1/6/2022	<a href="#">Legal Research Databases</a>
10/1/2021	<a href="#">Help! In-House Legal Tech Sticker Shock. Overwhelmed.</a>
4/20/2022	<a href="#">Consero General Counsel Forum</a>
6/24/2022	<a href="#">Economical CLM recommendations</a>
7/7/2022	<a href="#">Use of JD or Esq in Email Signature for Non-Practicing Lawyers</a>
9/27/2022	<a href="#">Practical Law &amp; HighQ Thomson Reuters</a>
1/7/2022	<a href="#">Document &amp; Matter Management</a>
5/18/2022	<a href="#">Virginia Employment Counsel</a>
5/20/2022	<a href="#">Career Coach</a>
7/15/2022	<a href="#">Tracking and Reporting on Changes in Law/Regulations</a>
8/8/2022	<a href="#">Brand</a>
6/2/2022	<a href="#">Private offices vs. cubicles for in-house lawyers</a>
1/6/2022	<a href="#">Legal Research Databases</a>

10/1/2021	<a href="#"><u>Help! In-House Legal Tech Sticker Shock. Overwhelmed.</u></a>
4/20/2022	<a href="#"><u>Consero General Counsel Forum</u></a>
6/24/2022	<a href="#"><u>Economical CLM recommendations</u></a>
7/7/2022	<a href="#"><u>Use of JD or Esq in Email Signature for Non-Practicing Lawyers</u></a>
10/29/2021	<a href="#"><u>ContractPod vs. Ironclad CLM</u></a>
10/1/2021	<a href="#"><u>Help! In-House Legal Tech Sticker Shock. Overwhelmed.</u></a>
9/30/2021	<a href="#"><u>OutSide Counsel Fee Arrangements - Non-Standard</u></a>
8/25/2021	<a href="#"><u>hacking/ payment to "wrong vendor"</u></a>
8/3/2021	<a href="#"><u>Contract Manager Hire</u></a>
7/26/2021	<a href="#"><u>Practice in Multiple jurisdictions</u></a>
3/30/2021	<a href="#"><u>Mission Statement fo law department</u></a>
2/22/2021	<a href="#"><u>unlimited PTO</u></a>
2/9/2021	<a href="#"><u>Litigation tracker - template</u></a>
1/14/2021	<a href="#"><u>Contract Management</u></a>
12/23/2020	<a href="#"><u>Document Naming Conventions</u></a>
12/7/2020	<a href="#"><u>Purchase Order practices for outside counsel legal fees</u></a>
12/3/2020	<a href="#"><u>"Intro to In-House" law school class</u></a>
12/1/2020	<a href="#"><u>Contract Management - Chasing the Unicorn</u></a>
11/12/2020	<a href="#"><u>Legal operations software</u></a>
10/29/2020	<a href="#"><u>Guidance on Document Naming Conventions</u></a>
10/21/2020	<a href="#"><u>HR / Anti-Harassment and Anti-Discrimination Training</u></a>



10/19/2020	<a href="#">Out of the box contract management software for a Tech company</a>
10/13/2020	<a href="#">Internal Recognition for Legal Department</a>
10/6/2020	<a href="#">Attorney hiring best practices</a>

## IMPORTANT DATES

Item	Date
Networks Programming Orientation Call <a href="#">Register &amp; Add to Calendar</a>	Wed., Dec. 7, 2022   2:00 – 3:00 ET
Program Submission Deadlines	<b>Panel Format:</b> Mon., Jan. 9, 2023 <b>Innovative Format:</b> Thu., Feb. 9, 2023
Program Selection Notifications Sent	<b>Panel Format:</b> Thu., Feb. 23, 2023 <b>Innovative Format:</b> Thu., March 9, 2023
Program Organizer Submission Deadline*	Fri., March 10, 2023
Speaker Submission Deadline**	Mon., May 1, 2023
Course Material Submission Deadline	Fri., Aug. 25, 2023

*\*ACC confirms Program Organizer and speaker submissions on a rolling basis.*

*\*\*Additional speaker selection rules and guidelines will be provided following program selection.  
ACC reserves the right to decline speakers if they do not meet these criteria.*