

Page: Achievement Award
Category Innovative Programming Effort
Chapter New Jersey
Chapter Size Large (more than 851 members)
Entry Title ACCNJ gives members a little TLC
Entry Description ACCNJ created an ongoing series that we call TLC (Transitioning Legal Counsel). We host programs monthly or bi monthly. A Board member and the Executive Director manage the programs and often we will bring in a guest speaker on a topic important to continuing your own legal professional education. We have had LinkedIn experts, resume writing experts, experts in the field of types and the state of the legal employment market, how a group of lawyers handled the pandemic with their practices, a networking and coach specialist, and the like. These programs are very interactive and have a take away networking element, as the members names and emails are shared (by their decision) and they keep in touch and discuss things further and network beyond the programs. In addition we invite our attendees to bring along a colleague who is not yet a member of ACC so that we may bring more attorneys in as members. The TLC is very popular amongst our members and we have a steady influx of new people. It also serves as a great networking tool for our members looking for new positions in the law, and those looking for like minded colleagues for further relationship building. The group also will provide mentors for any lawyer interesting in being one, or having one. In addition, it provides skills to all about how to evaluate where they are in their career and where they want to be...past, present, and future.
When was the program initiated? 4/1/2021
What was the project objective? <ol style="list-style-type: none">1. To provide mentorship.2. To teach attendees how to evaluate where they've been in their career, where they are, and where they want to go.3. To bring in professional guest speakers to teach skills important to attorneys who may want to change their positions now or in the future.4. Networking.5. To build relationships.6. To be a SUPPORT system for our members, and to gain new members.
How was the objective achieved? <ol style="list-style-type: none">1. We have offered mentorships to attendees. Some attendees have also volunteered to mentor others.2. We have brought in many professional speakers to speak to this.3. We have brought in executive coaching specialists for this.4. The group networks amongst themselves, and learns how to do so through social media through all they learn in our programs.5. Clearly we can see relationships building over time amongst our members in this group.6. This is one of our most important objectives, and we are happy to say that even some of our Board members have 'leaned on' this group for support through hard times.
What was the project budget? We have been very fortunate that our guest speakers have not charged us to speak with our members for this purpose. Once they learned our mission, they have all be more than excited to jump right in and help us provide knowledge and support. They all have actually offered their services to our members on an individual bases after their programs. Should we need, the Chapter is ready to spend \$500 for speaker should we be charged, however, this has not been the case. If we start having this TLC in person, we will be able to provide breakfast as well, and depending on attendance, would cost a \$500 venue fee plus a \$25 breakfast fee per attendee.
What obstacles were faced while doing this project/program? The mentoring portion of the TLC seemed to be the hardest obstacle. Not for finding mentors, but for finding mentees!! That was our greatest obstacle. We did have some people who were interested in continuing to speak with one of our more seasoned attorneys which was nice, and we keep trying to get more!

In 300 words or less, please state how this project was innovative.

The ACC New Jersey TLC is very innovative due to the fact that it brings so many important things for our members together in one place. It has become a special element of our purpose to assist all of our members however we can, and that means professionally and personally. Whether it be mentoring, networking, helping with finding a job, helping to listen to what our members are struggling with and brainstorming ideas, whether they have a problem at work, whether they want to re-evaluate what they are doing, difficulties adjusting during the pandemic or any hardship in life, they have come to know that the TLC is a place they can come to to share, get help, help others, learn - and so many more things. There is consistency in moderation of the meetings, and many of the same members come to many if not all of these meetings which are fairly frequent.

For the TLC meetings, we find all attendees keep their videos on (throughout this period of time they have all been virtual) and most are open to sharing, which is not always the case with Partner led programs. What seems to have happened also, is that guest speakers seem to like the innovativeness of the programs we run under the TLC that they tell us they do not want to charge us for speaking and meeting the folks there.

The TLC has become an innovative way for us to recruit new members through existing members, and even through some of our speakers, innovative because we offer so many things under one umbrella, and we assure our members that TLC will continue to be here for them for any assistance they may want in any ways that will help their careers and them selves. It is very unique and different from all of our other CLE programs and has reached out to our members in a totally new way. We really enjoy continuing the TLC programs here at ACC New Jersey.

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