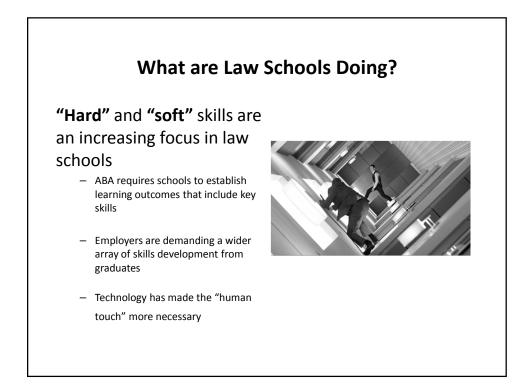
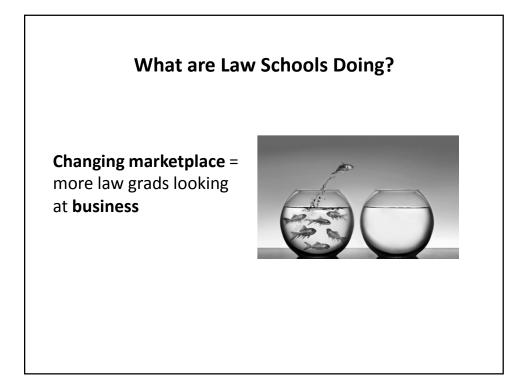
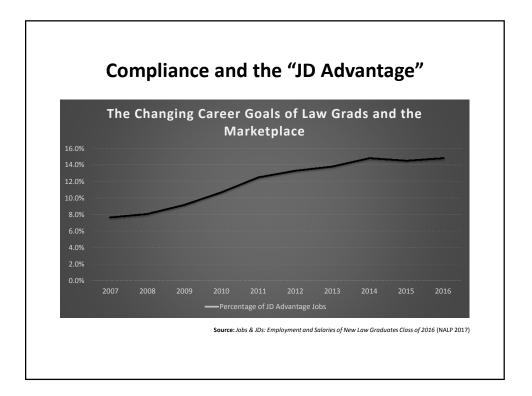


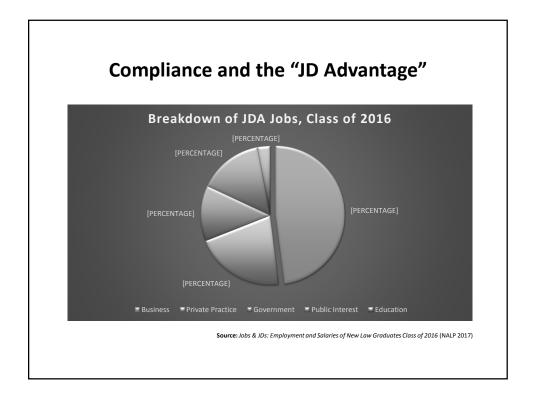
	Agenda
A	ttracting Talent
•	What Law Schools are Doing
•	Compliance and the JD Advantage
•	JD and Compliance Skills Compared
•	The Typical Law Student
B	uilding Talent
•	Core Compliance Skills
•	Building a Complementary Team
•	Asking Insightful Interview Questions
Ca	aring for Talent
•	The 3 B's: Identification & Alleviation
•	Motivating Factors
•	Engagement

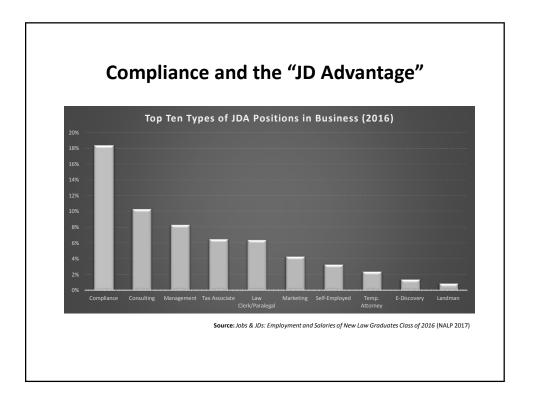








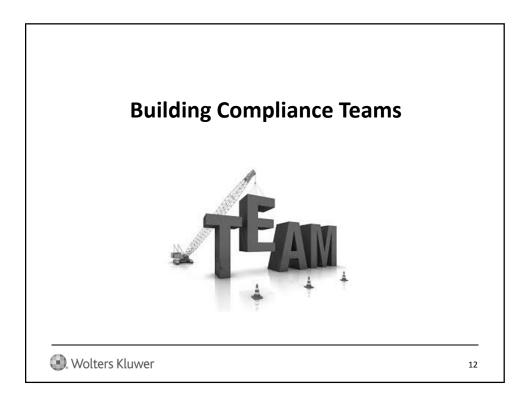


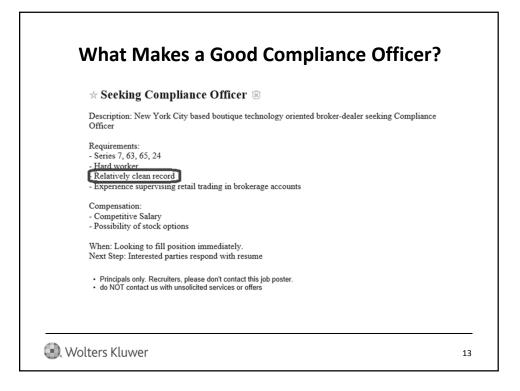


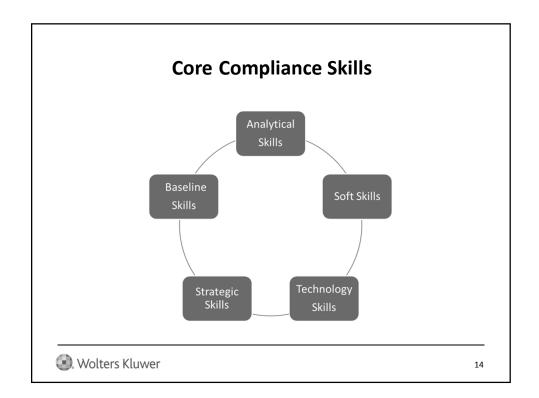
Skills of a JD*	Compliance Competencies
 Understanding of underlying laws and procedures through coursework 	Knowledge of relevant rules and procedures
	Industry knowledge
 Ability to analyze issues orally and in writing Critical reading and synthesis of statutes, rules and regs. Evaluation of facts and application of law Professional communication appropriate to different audiences Problem-solving 	Research and analysis
Interpersonal skillsAdvocacy	Interpersonal skills
Organizational awareness	"Managing up"

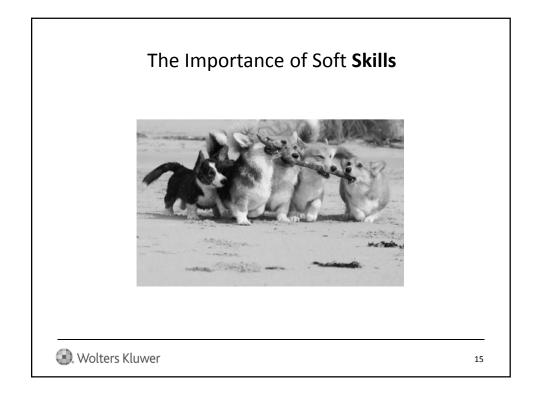
Skills of a JD	Compliance Competencies
 Identifying ethical concerns and resolving issues in a timely fashion 	Risk Assessment
 Internalized awareness of need for sustained professional development Life-long self-evaluation 	• Regular re-training
Understanding of current technologies	Understanding of current technologies
	Acculturation to organization
 Project management and process improvement 	 Project management and process improvement
	Industry Certification

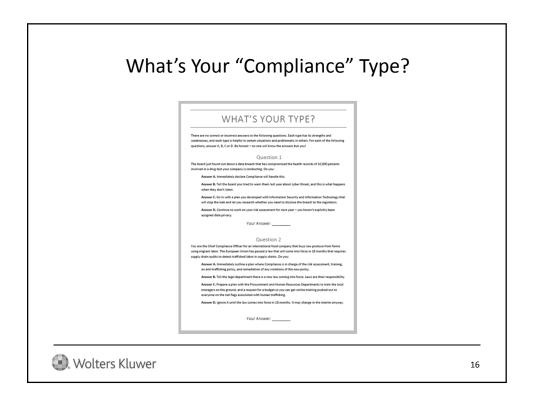
The Industry Vet		The Newbie		
•	Prior industry experience and certifications	•	Some relevant coursework Potentially some internship experience Will need to learn how the business works	
•	Looking for advancement from prior position	•	Looking for a way into industry/organization	
•	Well-developed legal research, writing and analytical skills	•	Well-developed legal research, writing and analytical skills	
•	Will need to learn company culture	•	Will need to learn company culture	
•	Hybrid resume	•	Process-focused resume	

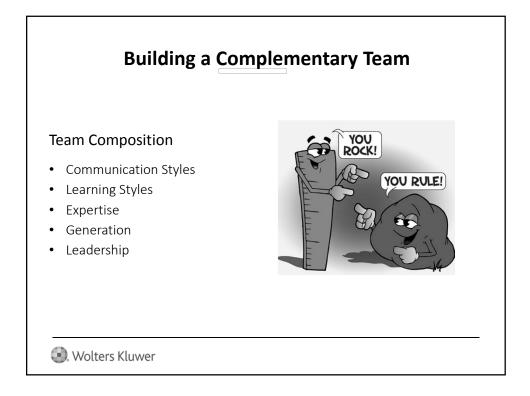




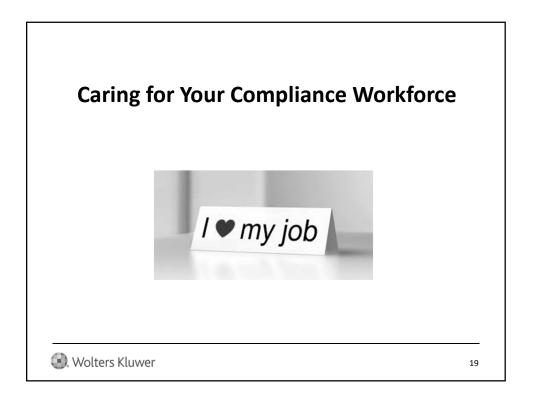


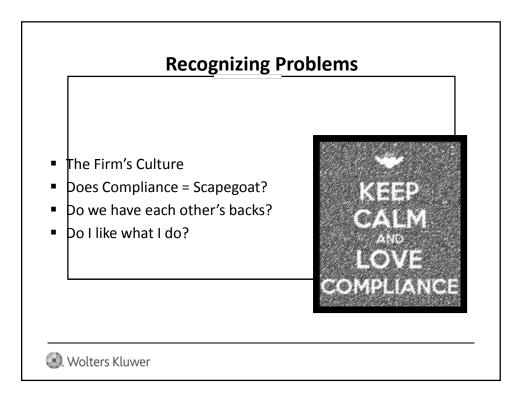


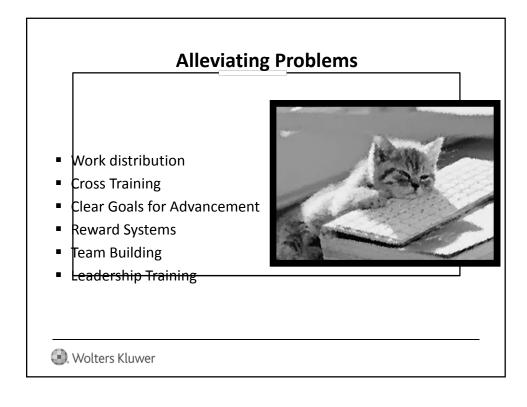












The Change in Leadershi	
Past	Future
My Paycheck	My Purpose
My Satisfaction	My Development
My Boss	My Coach
My Annual Review	My Ongoing Conversations
My Weaknesses	My Strengths
My Job	My Life
	Callup Poll. How Millenia's Want to Work and Live 2014

Engaging Your Present (and Future) Workforce

⊶ Opportunities for growth (and they will leave to find it)

- Average millennial tenure: 2 years
- Average Gen X tenure: 5 years
- Average Boomer tenure: 7 years

A coach, not a boss

- Access to leadership
- Mentorship vs. direction
- Ongoing check-ins highly preferred

⊶ Is there an app for that?

- Find creative ways into integrate tech. for routine, administrative tasks
- Attachment to tech.
 - Tension of keeping the worker engaged vs. meeting mission/performance goals
- Balance and democracy
 - Flexible work locations and hours
 - Performance based on output, not time spent (not big on facetime)

Source: Jeff Fromm, Millennials In The Workplace: They Don't Need Trophies But They Want Reinforcement, Forbes (Nov. 6, 2015)