

Professional Development

Developing and enhancing the skills and advancing the careers of our associates is a high priority. Weil's Professional Development program strives to offer a beneficial and rewarding professional experience for every associate. We provide comprehensive training, mentoring and career guidance. The program is administered by our Professional Development Committee, comprised of partners, counsel and associates, as well as a Professional Development staff who focus exclusively on our associates' professional growth.

Mentoring

Our Mentoring Program is designed to facilitate the development of relationships among associates, partners and counsel.

- **Associate Mentor** – Each new associate is paired with a mid-to-senior level associate who serves as the associate's mentor during his/her first year at Weil.
- **New Associate Partner Advisor** – Each new associate is paired with a partner advisor. The official partner advisor/associate relationship is intended to last throughout an associate's first year at the firm and until he/she is paired with a partner/counsel mentor.
- **Partner/Counsel Mentor** – At the end of his/her first year, each associate chooses a partner or counsel to serve as his/her partner/counsel mentor.
- **Career Advisor** – Mid-level and Senior Associates are paired with a Career Advisor to provide additional and tailored career guidance.

As part of this program, the firm sponsors mentoring-related events throughout the course of the year, including an annual Mentoring Week.

Associate Development Goals

Associate Development Goals ("ADGs") are intended to assist associates with their professional development. The goals are comprehensive and aspirational; they provide objective guidance as to the skills an associate should be developing and suggestions for work assignments at each stage in an associate's career.

The ADGs have two components:

- **Fundamental Development Goals:** standards of practice and conduct as a professional member of the Firm.
- **Target Skills:** practical experience and technical competence associates should aim to accomplish over the specified time frames.

The ADGs can be accessed through the Professional Development website on the Weil Portal.

Training

Weil offers training programs in each department beginning with New Associate Orientation. Over 200 in-house training programs and workshops are conducted, including Litigation Trial Skills, BFR Department New Associates' Training, Team Leadership and Project Management, Finance, and Business Development. These programs are firmwide and are conducted live or broadcast via video and/or audio to each office. Associates may supplement our in-house trainings with programs offered by various outside providers such as the Practising Law Institute.

Community Leadership Project

We believe that every Weil attorney should make a meaningful contribution to our local, national and global communities. This often involves participation in non-profit organizations, bar associations and other community organizations. Our Community Leadership Project helps connect Weil attorneys who are members of non-profit boards, bar committees and community organizations with associates interested in becoming involved.

Professional Development Website

The Professional Development website is a source of information to assist our attorneys with professional development. It includes a calendar of upcoming training programs and firm events, the firm's E-Learning site, Mentoring Program Guidelines, Associate Development Goals, training materials library, and a Community Leadership Project roster. Access the website by visiting the Weil Portal and clicking on the Professional Development link under the Admin Services tab.