

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 more senior associate who serves as the associate's mentor during his/her first two years at Weil.
- **New Associate Partner/Counsel Advisor** – Each new associate is paired with a partner/counsel advisor. The official advisor/associate relationship is intended to last throughout an associate's first two years at the firm and until he/she is paired with a partner mentor.
- **Partner Mentor** – At the end of his/her second year each associate will submit the names of three partners whom he/she would like to have as a partner mentor. Whenever possible, one of the named partners will be assigned to the associate.
- **Partner Advisor** – Towards the end of an associate's fifth year, he/she will be assigned a partner advisor. In many cases, the partner advisor will be the associate's previous partner mentor. The partner advisor will serve as a sounding board and provide guidance to the associate on career development issues.

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.

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, and training materials library. Access the website by visiting the Weil Portal and clicking on the Professional Development link under the Admin Services tab.