



## || Training & Mentoring

The best training for new associates comes from hands-on experience and guidance from partners and other associates. We are committed to developing and training associates to become not only excellent lawyers, but also future leaders of our firm.

The senior members of the firm take very seriously their roles as mentors. On a formal level, each new associate is paired with a mentor. Throughout the three-year program, mentors help ensure each associate's achievement of basic practice skills. Additionally, mentors monitor workloads and assist with firm enculturation. Mentor relationships are reviewed annually by the Mentor Committee.

Informally, new associates are also assigned a "buddy" when they arrive. Since most were in the previous year's summer associate program, the same buddy assignments are often made. Buddies help associates make the adjustment from law school student to entry-level lawyer a little easier. Associates often find it easier to ask questions of someone who may have recently "been there, done that."

The firm also trains attorneys and legal assistants through in-house Continuing Legal Education programs. The firm's attorneys, law school professors and outside speakers present approximately four programs per year on a variety of topics. These include legal ethics and professionalism, new technologies, civility, history of Foster Swift as well as many substantive areas.