

Associate Training & Development

Faegre Drinker offers training and development opportunities across all areas needed to create a partner-level practice.



Associate Training & Development Guide

Resources to Support You Throughout Your Career

Attorneys at Faegre Drinker receive training in the areas needed to create a partner-level practice.

New Associate Program

Associates start here with a multiweek innovative program introducing the firm and providing practical, skills-based training.

Interactive sessions addressing the business aspects of a law firm, our diverse and inclusive culture, and legal ethics. Our new associates participate in programs to strengthen communication, writing, and presentation skills in the pursuit of providing excellent client service.

You'll join trainings targeted for either transactional or litigation-focused attorneys.

Through this training series, transactional associates are gaining foundational skills in accounting and contract drafting, along with a working knowledge of the M&A deal process, capital markets and financings, securities law, and public company governance. Litigation-focused associates learn about brief-writing and e-discovery, among other things.



Business Development Training

Quality work, extensive knowledge, and service excellence are the foundation of all we do. Building a practice bigger than yourself requires additional skills beyond legal capabilities. You will need to master the art of relationship-building and embrace business development from day one. Enter Faegre Drinker's business development training curriculum, an essential element of your professional development.

- **Five self-service virtual modules** that communicate the firm's foundational philosophy and approach to business development.
- **In-person practice** focused on business development, fostering peer-to-peer connections, and learning.

Business of Law Training

The firm conducts a training series called "The Business of Law." This series is presented by the firm's financial leadership. These trainings provide associates with a stronger understanding of firm financial concepts on a variety of topics.

- **Law Firm Economics 101** is focused on firm-level aspects such as billing rates, budget, and margin along with discussing personal financial concepts.
- **Practice Metrics 201** offers a deep dive into metrics, counsel and partner roles, and also discusses promotion and compensation.

Feedback & Coaching

We value a collaborative learning environment as part of our culture. Frequent feedback is a critical piece to support you in your career with us. We want to do this well at all levels; and to support this as a priority at our firm, all attorneys undergo regular training on giving and receiving feedback. As a result, we are better able to collaborate across the firm and with external clients. Additionally, there are formalized methods for receiving feedback through development check-ins and annual reviews.

The talent advisor and coach role is designed to enhance the overall associate experience, to help them focus on identifying career development opportunities and being successful in the firm. Our talent advisor and coach also assists as a confidential resource to help associates navigate their careers.

Continuing Legal Education

While it is each attorney's responsibility to know and comply with the continuing legal education requirements of their state(s) and to report such compliance as required, the firm offers many tools to help you meet your CLE requirements.

To assist with tracking CLE compliance, attorneys have access to [Micron CE Manager](#), where you can view relevant rules and deadlines for your states, have automated reminders sent, and track credit amounts for each reporting period. The tracking function of Micron CE Manager is optional and can be turned off.

To help you complete your CLE requirements, the firm provides subscriptions to Practising Law Institute (PLI) and West LegalEd Center. Through these subscriptions, you have access to more than 600 live in-person and virtual programs a year, more than 2500 on-demand programs, and can search for and find specific credit categories and courses for any state or topic.

Additionally, the firm hosts more than 300 programs annually that qualify for CLE. Many of these are also accredited for on-demand credits and available to you through our internal online catalogue through Micron CE Manager.

Legal & Professional Skills Training

The firm is committed to providing the skills you need to be successful at all levels of your career. Practice groups host regular trainings and programs to provide associates with specific practice or industry skills. Attorney Talent Development hosts programs annually, in collaboration with practice groups and other departments, on topics applicable across industries and practices such as:

Trial skills

Transactional skills

Deposition skills

Delegation

Time management

Persuasion

Speaking and presenting

And more!

Technology Training

As the legal industry evolves, technical skills are important for associates to remain competitive and successful. Enhanced technical expertise gives associates a competitive edge by increasing efficiency, improving communication, and building data fluency to support legal arguments.

- **Enhanced Document Management:** Technical skills help attorneys manage the large volume of documents, including contracts, briefs, and case files more effectively by utilizing iManage, our document management system.
- **Increased Efficiency:** These skills help attorneys to automate routine tasks by utilizing iManage, our document management system, and our AI tools, Harvey and Copilot. This includes using software to generate legal documents, manage appointments, and maintain client databases. By automating these tasks, attorneys can focus on higher-level strategic work.
- **Better Communication:** Tech skills also improve your ability to communicate with clients, colleagues, and judges. Attorneys who understand how to use technology tools such as the firm's AI tools and collaborative spaces like Teams communicate more effectively and efficiently.

Research Skills

Our Research and Information Services department provides training on various research tools like LexisNexis, PACER, LegalEdge, PLI, and more. The department also serves as a resource for conducting research requests in a variety of areas such as: business research; background on expert witnesses, judges, parties, and opposing counsel; litigant monitoring; dockets; legislative and regulatory histories; patents; and scholarly literature.

Individual Development Plan Program

This program provides unique career and practice development resources to partner-track associates in development years 6+ to support their ongoing career development as they prepare for partnership.

- **Associates draft an Individual Development Plan**, with guidance from their advisor, practice group leader, practice group director, professionals from Client Development & Marketing, and the talent advisor and coach.
- **The IDP aligns with the Business Development Plans.** The goals in the Business Development section of the IDP should align with an associate's identified Business Development Plan goals.

Associate Summits

The firm offers associates the opportunity to come together for in-person programming to support professional development training and strengthen internal relationships with colleagues across practice groups and offices. **The summit experience offers programs** that include members of firm leadership, colleagues from multiple firm departments, and opportunities to hear from external presenters.