Associate Training & Development

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

Mentoring

Partner Advisors and Associate Mentors provide ongoing guidance, advice and support throughout an associate's career.

New Associate Program

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

Business Development Training

With 18 total courses (two per development year) associates learn to master the art of relationship-building and embrace business development from day one.

Business of Law Training

Presented by the firm's financial executive partners and the chief financial officer, this series gives a vital understanding of firm financial concepts and how a law firm operates.

Continuing Legal Education

While it's attorneys' responsibility to report and comply with their states' CLE requirements, the firm offers many tools to help them meet CLE requirements.

Legal & Professional Skills Training

Practice groups host regular programs to provide specific practice or industry skills, as does Attorney Learning & Development through its programs.

Technology Training

Stay competitive by committing to a strong emphasis on technical literacy. These skills boost efficiency and facilitate better communication. They equip attorneys with data fluency, supporting their ability to construct compelling legal arguments.

Individual Development Plan (IDP) Program

The IDP program supports partner-track associates in Development Years 6+ in their ongoing career development as they prepare for partnership.

Associate Summits

The firm brings associates together for in-person programming for professional development and strengthening relationships across practice groups and offices.

Research Skills

Our research librarians offer training in LexisNexis, PACER, WestLaw and PLI; and provide business research, background on litigation participants, legislative and regulatory histories, patents and more.

Feedback

All attorneys are regularly trained in giving and receiving frequent feedback, which leads to better collaboration. There are also development check-ins and annual reviews.

Talent Advisors & Coaches

Our talent advisors and coaches serve as confidential resources to help associates navigate their careers. They help associates to focus on identifying career development opportunities, plan their short- and long-term goals, and manage challenging communications, among other things.

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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. Transactional associates work on negotiation and drafting skills, and 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.

- **18 total sessions** hosted throughout your time as an associate
- **Two 45-minute sessions per year,** customized to your development year
- **Attendance is strongly recommended,** tracked and shared with practice group leaders

Business of Law Training

The firm conducts a training series called "The Business of Law." This series is presented by the firm's financial executive partners and the chief financial officer. 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 advisors and coaches also assist 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.

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 and streamline their workflows. 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 video conferencing, email and collaborative spaces like Teams communicate more effectively and efficiently.

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.

- **The program provides associates the opportunity to complete an IDP**, as well as participate in discussions with their advisor, practice group leader, practice group director and professionals from Client Development & Marketing, and their talent advisor and coach to gather feedback regarding their plans.
- **The IDP also works in collaboration 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.

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 Learning & 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
- Emotional intelligence
- Time management
- Persuasion
- Speaking and presenting
- And more!

Research Skills

Our Research and Information Services department hosts a team of research librarians that provide training on various research tools like LexisNexis, PACER, WestLaw, PLI and more. They can also serve 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.

Associate Summits

The firm offers associates the opportunity to come together for in-person programing 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.