

## Mentoring

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### **Dykema Advisors Mentoring Program**

Associates are assigned a member-level advisor when they join the firm to assist them in transitioning to private practice in general and Dykema. The primary role of the Dykema Advisor is to serve as a resource and model for professionalism in the practice of law and as a sounding board for any concerns the associate may have. The success of Dykema Advisors depends largely on the associate's willingness to participate fully in the program. Put another way, it is up to the associate to make the most of the mentoring relationship. The associate must take the initiative to ensure that the advisor is addressing the associate's needs.

This lawyer-to-lawyer mentoring program has been approved by the Illinois Supreme Court Commission on Professionalism and Dykema is pleased to be a part of elevating the competence, professionalism and success of new lawyers.

### **Career Planning Members**

At the biennial Mid-Level Associates' Retreat, career planning is formally launched with introducing an Individual Development Plan and access to internal Career Planning Members and external career coaches. Career Planning Members across offices and practices are available for coaching conversations and to provide their insights as associates work on their individual plans. They support associates in drafting, evaluating and implementing their plans through hosting small group discussions, individual meetings and reviewing draft career plans.

### **Practice Development Mentoring Program**

Senior attorneys are assigned to small groups and matched with a Practice Development Mentor – typically in the same practice or office. This role provides a resource, sounding board and motivator to help Senior Attorneys launch or re-invigorate their PD efforts. Discussion topics might include business/client development, client-service, leadership and cross-serving / selling. Also, mentors may advise on external organizations and community involvement, opportunities to co-author and co-present, and overall practice development (externally and internally).

### **On-Demand Mentoring**

Spot Mentoring is an episodic, on-demand mentoring program. It allows associates to initiate contact with someone they identify (based on office, practice, seniority, areas of expertise, outside experiences, etc.) who has volunteered to meet (in person, via telephone or electronically) to discuss a topic. Topics that lend themselves to spot mentoring are Career Development (firm culture, time management, work/life management, receiving feedback, seeking opportunities internally and externally); Legal Practice Skills (writing, oral communication, negotiation, technical skills); Professionalism (ethics, civility, integrity, elimination of bias, system equity); Practice Development (networking, thought leadership, client entertainment, external involvement); Family/Work Integration (parental leave, working parents, eldercare, family resources); Client Service/Management (business solutions, responsiveness, articulating client value, counseling clients); and Personal Wellness (stress management, physical and mental health, substance use).