

Mentoring

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 in particular. 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 in great part 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 fully 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.

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 is intended to provide 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 provide advice 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 include **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); and **Client Service/Management** (business solutions, responsiveness, articulating client value, counseling clients).