
Accelerated Development for Junior Associates

We help our lawyers reach their highest potential as professionals, consistent with our standard of excellence in client service and commitment to connecting our people, our clients and our communities. Your professional development is supported through annual goal setting, technical and leadership training, mentoring, career development, and comprehensive performance management.



Entry-level Associates

When you join DLA Piper as an entry-level associate, you will participate in a 150-Day Integration Plan which includes training, coaching, an intentional approach to delegating substantive work assignments, mentoring and feedback.

- **Formal Training Program.** This program will span the first five months and will guide you through an introduction to firm infrastructure, lawyer technical skills, interpersonal effectiveness and professionalism, and technology in practice.
- **Coaching.** Our Talent Development team will host coaching sessions on topics such as time management, how to properly ask for more real-time feedback, and develop effective communication skills. Individual coaching is available for those who may need/want more tailored sessions around these topics.
- **Centralized Work Allocation Model.** We utilize a centralized work allocation system to manage assignments and projects. This system integrates associate availability, utilization, skills, and development needs to ensure that you get the right workload and a variety of substantive assignments.
- **Feedback.** We understand that waiting a year or more for your first formal review is too long. During your first year, you will participate in a mid-year and end-of-year review so that you can better understand how you are doing within the first 6 months at the firm.



Second- and Third-Year Associates

In your second and third years of practice, our national learning programs are focused on enhancing your technical skills.

- **Junior Associate Conservatories** – You will be assigned to an annual, in-person learning path focused on the disputes or transaction skills that accelerate the ability to take on more sophisticated work earlier in your career.
 - **2nd Year Associates:** Attend either the Deposition Practice & Procedure Conservatory or the Basics of Accounting Conservatory
 - **3rd Year Associates:** Attend either the Oral Advocacy and Motions Practice Conservatory or the Basics of Negotiations and Client Communications Conservatory
- Practice group specific technical programs will be ongoing and supplement the conservatories.



Career development

- **Mentoring** – You will be part of a formal Mentoring Program designed specifically to help you transition into the firm effectively so that you can quickly become a successful contributor. This program is structured to provide support for the enhancement of a lawyer's career development, orientation and experience with the firm.
- **Career Development** – We offer a robust career development service which includes assessing your skills, aiding you to draft a personal career development plan, assisting you in seeking additional opportunities for growth and mentorship, and guiding you in the development of a networking strategy. We also offer 1:1 coaching sessions and group coaching for more directed where needed.

