

# Attorney Learning & Development

## Our Strategy

MoFo promotes an environment of learning and professional development that equips our attorneys with the necessary tools for success, strives for progress and creativity in our business operations, and provides top-tier legal advice and service to our clients, particularly in their most complex legal issues, critical disputes, and significant transactions.

## Our Focus

- **Transparency:** Through [MyMoFo](#), our success framework, we empower our associates by providing transparent performance expectations, enabling them to take ownership of their career progression.
- **Engagement:** MoFo provides associates with formal and informal learning opportunities focused on professional and practice skills, feedback, mentoring and sponsorship, and career development.
- **Strategic Support:** All attorneys are assigned a Learning & Development Strategist to serve as their professional development guide. The Strategists are embedded in practice groups and understand the training and developmental opportunities that drive our business forward.
- **Coaching Opportunities:** Our attorneys can receive coaching on areas of professional growth, including management skills, leadership development, and communication skills.



# Level-Based Professional Development Curriculum



## Examples of Learning & Development Resources and Programs



### Attorney Engagement

- Comprehensive Onboarding and Integration
- MoFo Navigate: Level-Based Approach to Mentorship, Sponsorship, and Inclusion
- Strategic Associate Utilization, Including Pro Bono, to Build Skills
- Local Affinity Group and Firmwide Affinity Network Opportunities
- Firmwide Associate Committee



### Coaching and Advising

- Organization and Time Management
- Public Speaking and Communication Skills
- Management Skills



### Practice Knowledge and Skill-Building

- Deposition and Trial Practice Skills (Litigation)
- Advanced Contract Drafting (Transactions)
- Negotiation Skills (Litigation and Transactions)
- Access to On-Demand Courses (Including CLE Programs)



### Professional Development

- Active Career Management
- Individual Development Plans
- Firmwide Curriculum Tied to MyMoFo Success Profiles