

# MOFO NAVIGATE

Helping You See the Forest and the Trees

MORRISON  
FOERSTER

## Your Career Is a Journey

And we are focused on the big picture—your long-term development, advancement, and success—whether your aspirations lead you to partnership, in-house, government, or beyond.

## At MoFo, We Never Lose Sight of You as an Individual

We collaborate across practices, departments, and geographies to thoughtfully and intentionally design learning experiences that are responsive to your needs in real time and that ultimately contribute to your growth.

## MoFo Navigate Is Designed to Help You Get Where You Want to Go Professionally

MoFo Navigate integrates all of the firm's mentoring and sponsorship programs to ensure that you are given the right kind of support and guidance at the right point in your career. We work to ensure that these supportive relationships not only take root, but grow with you, and we track your career as it progresses.

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Most law firms provide a formal mentor, but at Morrison Foerster, we take a holistic approach to professional growth. Our MoFo Navigate initiative is one of a kind in that it encourages collaboration, and leverages insight, across departments and geography, to create a support system flexible enough to respond to the changing needs of attorneys as they grow and develop. As Chief Diversity and Inclusion Officer at MoFo, I am proud to say that MoFo Navigate is also uniquely and specifically designed to promote greater equity and inclusion, training both mentors and mentees on the root causes of attrition and how to mentor more effectively across differences.

– Natalie Kernisant, Chief Diversity and Inclusion Officer

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## SUPPORT

### NEW DIVERSE AND WOMEN PARTNER LIAISONS

Even after you've been promoted or hired into the partnership, we take an active approach to supporting your successful integration. Each new diverse or woman partner is assigned a Diversity/ Women's partner liaison.



## DEVELOP

### AFFINITY MENTORING PROGRAMS

For our Black, Latinx, and AAPI associates, who are among the most underrepresented demographics in the legal profession, we offer robust, long-term mentoring programs designed to pick up where the Mentoring Program ends.



## ADVANCE

### SPONSORSHIP INITIATIVE

The Sponsorship Initiative is designed to support and expand sponsorship culture at the firm and highlight diverse and women talent.

## INTEGRATE

### MENTORING PROGRAM

You will be assigned a Pathway mentor. As you become more comfortable with your mentor, your associate liaison will gradually step back, allowing the formal mentorship relationship to take shape.

## WELCOME

### ASSOCIATE LIAISONS

Your associate liaison welcomes you into the firm with regular and informal check-ins to make sure that you are being introduced to attorneys and learning what it means to be part of the MoFo community.



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# MOFO NAVIGATE PROGRAMS