

Building Strong Foundations for New + Junior Associates

Professional Skills • Engagement • Innovation • Alignment



PROFESSIONAL SKILLS

Strengthening Work-Readiness

New associates are eager to grow, and firms are focused on helping them establish strong professional habits early.

- Early confidence-building
- Clear expectations
- Stronger transitions into practice



ENGAGEMENT

Enhancing Feedback + Engagement

Junior lawyers value real-time guidance that helps them feel supported and connected.

- Moments of coaching
- Continuous engagement
- Stronger supervisor relationships



INNOVATION

Embracing Simulations + AI for Learning

Interactive simulations and AI tools offer safe, modern, and energizing ways for associates to build skills quickly.

- Safe practice spaces
- Gamified learning
- Faster skill growth



ALIGNMENT

Aligning PD, Learning, Innovation + Tech

Firms are excited about closer collaboration across teams to build cohesive, future-ready development pathways.

- Shared strategy
- Unified learning design
- Strengthened curiosity + cross-generational understanding

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