

Advanced Recruiting Strategies
Rapid Brain Fire Exercise
Best Summer Program Ideas

Partners put assignments into a database and summer associates pick their assignments. Freedom to choose the work in different areas and was very well received.

Seven part litigation skill program. 1 day deposition training with court reporters and associates offer feedback.

Pre-summer associate event allowed everyone to meet each other.

Bridge the Gap - 1st Years and bar takers event with the summer associates to bring the three groups together.

Community involvement - summer associates involved with summer school putting together a mock trial and case.

Associate retreats during the summer so summers can be included as well.

Bowling event for everyone but match summer associates with associates on teams - the switch the teams around so they meet a lot of people, low cost.

Implemented summer program goals at start. Rolled out to other offices and asked them to come up with office-specific goals, more focus.

Introduction to professional development as early as possible. Team project for summers for non profit or pro bono - then PD team evaluates team members on a variety of things.

Anonymous evaluation process - certain number of partners evaluated work products of summers, but they didn't know whose work they were evaluating. Eliminates, the "I like this person" bias of evaluation - no personal connection involved in the evaluation process.

Book club

Movie

Cooking Event

Associate and summer associate go to what they are interested in.

Partnership BINGO

Use our own expertise for training.

Secondment for summer

Firm Alumni

Business Model of a Law Firm presentation

“What I wish I knew when I was a summer”

Partners talk about clerkships.

Casual breakfast where summer associates can raise concerns.

Travel with attorney to trial.

Department Dash - practice group leaders meet with summers for a couple of minutes to expose them to the practice group.

Business development training - early business development training during summer.

Meet with professional development team at middle of summer to start a plan for post-graduation.

First year associate shares an office with a summer associate.

Lunch Czar - associate assigned to make sure the summers have lunch with partners, senior associates.

First year associate in charge of find out of office opportunities for summers.