



Wilson Sonsini Goodrich & Rosati invests heavily in the career development of our attorneys with a two-pronged approach geared to the firm's business model. Our Professional Development program builds legal knowledge and strengthens professional skills. Our Knowledge Management program puts the firm's essential expertise and experience at each attorney's fingertips, facilitating high-quality and efficient client service. This continual quest to leverage and expand our existing resources, provide real-world experience and implement innovative, in-depth attorney training programs is good news for our clients, as it greatly enhances the services we can offer them. It's also good news for our attorneys, as it allows them to continually hone their skills, capitalize on the firm's phenomenal pool of knowledge and expertise, achieve recognition and make their own mark as they build the firm's PD and KM resources.

# PROFESSIONAL DEVELOPMENT PROGRAM

## DEVELOPS THE LEGAL KNOWLEDGE AND PROFESSIONAL SKILLS THAT YOU WILL NEED

PROVIDES YOU WITH INFORMATION AND ANSWERS WHEN YOU NEED THEM

Wilson Sonsini Goodrich & Rosati provides tools that put the firm's knowledge at each attorney's fingertips. These knowledge manage-

ment resources enable each lawyer to tap the firm's essential expertise and experience to deliver faster and better client service.

To help new associates start their legal careers, and to help more senior lawyers further theirs, Wilson Sonsini Goodrich & Rosati develops its attorneys extensively from the day they enter the firm.

## **1ST YEAR ACADEMY**

This multi-day program enables each new associate to understand the firm's mission, strategy and culture, and to get up to speed quickly by learning practical elements of new associate work and key strategies for success.

## **LEGAL KNOWLEDGE**

As your career grows, we progressively build your expertise:

- 100 level: Each new associate receives extensive practice group training, including an overview of the practice, perspectives on key issues in each subject area and practical instruction on tasks new associates typically handle. These classes, mandatory for new associates and held weekly or twice-weekly during the first several months, are taught by partners and senior associates. The firm also pairs each first-year associate with a First-Year Guide, a mid-level associate in the same practice group who helps integrate the new associate into the group and answers workrelated questions.
- 200 level classes, designed for mid-level associates yet open to all attorneys, are held several times each month and provide a more in-depth understanding of transaction/case documents and technical points of law and practice that affect our clients. Monthly department forums supplement these classes with a more informal sharing of new deals/cases and relevant best practices. The firm also pairs each new lateral associate with a Lateral Link, a senior associate in the same practice group who helps integrate the new lateral into the group.
- 300 level presentations, targeted toward senior associates and partners yet open to all attorneys, typically consist of legal updates and discussions of recent practice-related developments. Led by partners and outside experts, they address cutting-edge issues and current topics of concern to our clients.
- Outside programs: Experienced associates and partners are encouraged to attend outside seminars and use on-demand programs on topics relating to their area of practice, from outstanding providers like Practising Law Institute, with whom the firm maintains a privileged membership.

## **PROFESSIONAL SKILLS**

The firm also progressively develops your professional skills:

- New associates receive training in legal practice management, legal research and legal writing.
- More-experienced associates build skills in negotiation, financial accounting, giving presentations and, for litigators, taking and defending depositions. An annual 3rd Year Academy introduces supervisory skills and keys the transition toward an expanded role.
- Senior associates and partners further build their skills through programs such as advanced presentation skills and feedback and coaching. An annual 5th Year Academy teaches client and matter management techniques and builds practice development skills.
- For all attorneys, workshops in presentation skills and effective communication styles provide key ongoing resources.

## WSGR ON-DEMAND LEARNING

Our on-demand learning site provides online access to recordings of internal classes. Attorneys who need a refresher or who missed a class can watch it online, download it to their smartphone or other portable media player, or review a transcript. Users can also search for guidance on a specific issue down to a spoken word – and quickly launch the recording at the desired place.

## **MCLE COMPLIANCE**

We make it easy to comply with MCLE requirements through internal training classes, on-demand learning, downloadable media, external programs and online compliance tracking

## Example

The 300-level classes on mergers teach you the latest developments in deal structures and dynamics; the KM FAQs provide you with answers to tough legal questions from your colleagues who have encountered similar issues before.

## Example

100-level classes on pleadings and brief writing prepare you to draft better briefs; the KM Pleadings Index Database provides you with examples of Wilson Sonsini Goodrich & Rosati briefs to guide your research and drafting.

## Example

The 100-level classes on venture capital financings teach you the basics of a venture capital investment; the KM Financing Acceleration and Standardization Tool (FAST) enables you to draft deal documents quickly and well while learning alternatives for key provisions and the basis for drafting decisions.

# FORM AND SAMPLE DOCUMENTS

Securities Litigation

**IPO/Early Public** 

Company

Multibillion-Dollar

Global/Mature

Public Offerings

Real Estate & Environmental

**Employment & Trade Secret Mobility** 

**Public Company** 

FDA Regulatory & Healthcare

**Employee Benefits & Compensation** 

Technology Licensing & Transactions

White Collar Crime

Internal & Government Investigations

Entrepreneur/

Start-up/

Pro Bono

**Venture Capital** 

Mergers, Acquisitions & Business Realignments

Complex Business Litigation

Intellectual Property Litigation

IP Counseling & Patents

Trademarks, Copyrights & Advertising

Venture Financing

Early Corporate Organization

Fund Services

Project Development & Finance

Debt Finance

Form documents provide attorneys with convenient and high-quality starting points for further drafting - saving clients money and enhancing the quality of firm's service. The KM document collections provide annotated form documents for common transactions and other situations, along with checklists and other practice aids and advisory internal and client-ready memoranda. The firm has also developed document automation tools for corporate formations, venture financings, and bridge loans that help associates prepare high-quality first drafts guickly and effectively. To get sample documents to use as drafting or negotiating precedents, transactional attorneys can search the online deal databases and litigators can search the online pleadings indices. WSGR also has a highly efficient enterprise search engine that attorneys use to find sample documents.

Example

Multi-day deposition workshops equip

you to take and defend depositions; the

KM Pleadings Index Database provides

you with examples of offensive and

defensive discovery motions and other

useful precedents.

Corporate Governance

**Export Controls & Economic Sanctions** 

Consumer Regulatory & Privacy

Privacy & Data Security

National Security

Global Outsourcing Transactions

Tax - Domestic & International

Public Company Disclosure & Reporting

Knowledge Management Program

To find answers to tough practice-related questions or get the name of an internal expert on a specific issue, attorneys can search our internal FAQ resource, or if necessary ask a new question via a dedicated email address. To find external experts, our PeopleFinder database provides a quick way to search for outside attorneys and other professionals recommended by firm colleagues.

**DATABASES OF INTERNAL AND EXTERNAL EXPERTS** 

## **DEAL AND CASE PROFILES**

For transactional attorneys, the firm's deal databases provide searchable detailed profiles of acquisitions, public offerings and venture financings from the past several years where the firm was engaged. An attorney looking for deals similar to the one at hand can find similar deals and use them to assess the "state of the market", get precedent deal documents, or ask questions of the attorneys who worked on the earlier deals. Similarly, litigators can search the firm's Pleadings Index Database to find precedential cases and documents.

## **WSGR ONLINE TERM SHEET GENERATOR**

You can see an example of the firm's automated documents and aggregated deal data by using the WSGR Term Sheet Generator, available to all at http://www.wsgr.com/WSGR/Display.aspx?SectionName=practice/ termsheet.htm.

## Example

The 200-level classes on public offerings teach you how to manage the basics of a public offering; the KM Public Offerings Database provides you with documents and information from similar offerings where the firm was involved.

Example The classes on software licenses prepare you to negotiate and draft a software license; the KM Technology Transactions document collection provides you with form and sample agreements and provisions for your use when representing a client in connection with a software license.

Wilson Sonsini Goodrich & Rosati **Business Model** 

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