Professional Development Programs

Wilson Sonsini Goodrich & Rosati invests heavily in the career development of our attorneys through providing learning and coaching programs to build legal knowledge and strengthen professional skills. In the firm’s quest to enhance the services we offer to our clients, we expand our existing resources, provide real-world experience, and implement innovative and in-depth training to our attorneys. Our attorneys are encouraged to continually hone their skills, capitalize on the firm’s phenomenal pool of knowledge, achieve recognition, and make their own marks as they build the firm’s expertise profile. From new associates to more senior attorneys, WSGR is committed to developing and evolving its attorneys extensively from the day they enter the firm.
Substantive Training

As our attorneys’ careers grow, we progressively build their expertise. Some of the classes and workshops we offer include:

- **100-Level Series**: Introduces an overview of the firm’s practices and provides knowledge and resources needed to ensure success as a junior associate.
- **200-Level Series**: Provides mid-level associates a more in-depth understanding of key deals, matters, and transactions, as well as technical points of law and practice affecting our clients.
- **300-Level Series**: Follows trending practice topics to analyze and apply learning at the senior attorney and member levels.
- **eLearning & External Content**: Our on-demand learning portal provides online access to recordings of our internal classes as well as external courses. Experienced attorneys are also encouraged to attend outside seminars and conferences.
- **MCLE**: We make it easy to comply with MCLE requirements through internal training classes, on-demand learning, downloadable media, external programs, and online compliance tracking.
- **Shadowing Program**: Provides opportunities for junior associates, patent agents, and scientific advisors to develop skills by watching experienced attorneys perform high-value tasks.

Academies

Our annual academies bring together attorneys from all of our offices for multi-day programs designed to develop their careers at the firm.

- **First Year Academy**: Acquaints new associates with the firm’s mission, strategy, and culture. Provides a framework of practical advice to facilitate stellar junior associate work performance and to introduce key support systems around the firm.
- **Third Year Academy**: Transitions mindsets from “being a junior” to “becoming a mid-level” and begins teaching supervisory skills. Boosts knowledge and techniques to meet increasing client and member expectations.
- **Fifth Year Academy**: Connects associates from around the firm to help develop and nurture relationships, teaches project management techniques, and provides guidance on how best to navigate the transition to senior associate status.
- **Seventh Year Academy**: Helps attendees think strategically and holistically about their career paths and build good team leadership skills.
- **Junior Member Academy**: Welcomes newly-elected members and recent junior lateral members, and encourages relationship building and business development best practices.

Professional Skills

Our professional skills curricula help our attorneys develop and improve their comfort level and performance in the necessary areas of business acumen, business development and client relations, communication, management and leadership, and risk management.

The firm also offers a resilience curriculum that focuses on personal wellness, emphasizing stress management and recognizing possible signs of excess strain, including mental distress or substance abuse.

Mentoring

We want to hire great people, develop great people, and retain great people. The firm offers multiple internal mentoring resources to help our attorneys strengthen their skills and build a fulfilling career.

- **Associate Mentoring Program**: Encourages mid-level and senior associates to build relationships at critical career stages. 4th+ year associate mentees are matched with 7th+ year associate, counsel, or member mentors.
- **Career Coaching**: Allows associates to craft their professional skills development focus and to work within an individual context for more targeted support and faster return on investment.
- **First Year Guide & Lateral Link Programs**: Pair new associates with guides to help them transition successfully into life at the firm. First Year Guides and Lateral Links advise on how to work within their practice groups and provide information about firm resources to assist new attorneys with their integration.

Diversity & Inclusion

Diversity is a core component of a thriving organization. We believe the richness of our diversity has contributed greatly to the success of the firm and enhances the value of the legal services we provide to clients.

- **Affinity Groups**: Foster professional development and offer participants the opportunity to establish meaningful relationships with their colleagues. The firm’s minority and LGBTQ+ attorneys host affinity group networking receptions, dinners, and other internal social activities designed to promote mentoring relationships.
- **Diversity Summit**: In June 2019, the firm hosted our first Diversity Summit in San Francisco, bringing together attorneys of color, attorneys living with disabilities, and LGBTQ+ attorneys from all U.S. offices to build internal relationships, share experiences, and engage with insights and advice from peers, members, and clients.