

Strategies for Being an Exceptional Mentor

During this 45-minute workshop participants will:

- Learn specific steps for communicating expectations for delivering excellent work products
- Identify their work style preferences and pet peeves so they can set those working for them up for success
- Gain insights for building trusted relationships that engage associates
- Receive tips for communicating a common mission and instilling a sense of belonging

Engaging new associates to perform optimally is challenging in a hybrid environment. Mentors, both formal and informal, are key to helping new associates to integrate and thrive at your firm. But do those who work closely with your associates truly know how to communicate expectations, build trusted relationships and instill a sense of belonging?

What I've learned is that proximity doesn't guarantee trusted work relationships, personal investment does. And your associates will want to produce the best possible work when attorneys they work for show investment in them.

Your partners' and senior attorneys' expectations are much more likely to be met, even exceeded, when they know how to articulate their unique work style preferences, make associates feel like valuable team members and communicate a common client service mission.

Using the P.E.E.V.E.S. framework I developed, partners will have tools and strategies to effectively engage associates and build loyalty. In addition, this training will provide a worksheet so each participant can crystallize their client service perspective and work values.

Since founding her business in 1996, Eva Wisnik has conducted training programs for more than 120 firms nationwide.

