

## Professional Development

Professional development is the single factor—next to your talent and knowledge—that enhances your ability to succeed.

Andrews Kurth is proud of our robust, ongoing professional development program. It's built with committed resources to help our lawyers excel in their chosen fields.

### Strategic Programs

Our personalized, integrated program is strategically designed to meet our lawyers' needs, strengths and interests straight on, providing each lawyer with the training, information and tools necessary for a long and successful career with us.

Our training helps lawyers match strengths to opportunities and map their path to partnership. Or, as exemplified by many of our distinguished Andrews Kurth alumni, forge a prestigious career path elsewhere.

At top-rated firms, lawyer development and training has become the cornerstone of recruiting, development and retention programs. Andrews Kurth already has these structures in place and has begun its investment in your future.

### Development Leader

We've built one of the strongest professional development programs in the industry, led by Lawyer-Director Amy Sladczyk Hancock, who has extensive experience in designing and implementing professional development programs for AmLaw 100 firms.

Hancock is also a nationally known speaker and author in the attorney professional development arena. She currently serves on the board of directors for two international organizations committed to lawyer professional development and advancement, the PDC, Professional Development Consortium and NALP, The Association for Legal Career Professionals. Hancock's in-depth knowledge and background strengthens the advancement of lawyers throughout all stages of their careers with our firm.

### Development Essentials

Advancement in a major law firm requires:

- Recognized skill in a chosen practice area
- Effective marketing of that skill to clients
- Sustainable balance between work and personal life

To address all these key factors, we follow an integrated approach. This is enhanced by collaboration between our Professional Development Department, the Women's Initiative Team and representatives of our Associates, Marketing, Diversity and Recruiting Committees.

Our new lawyers receive meaningful client contact, backed up by practical training and mentoring from the moment they join our ranks. It's just one way we demonstrate our belief in careers, and yours in particular.

### From Day One

Andrews Kurth puts an up-front effort into orientation for new lawyers.

All new associates and lateral lawyers have a two-day orientation, which includes introductory practice-specific immersion training for each section. Throughout the year, we present seminars that cover substantive law and process issues germane to each lawyer's chosen practice area.

After settling in with your practice group or section, we ensure you receive meaningful client contact. You are mentored and supervised through hands-on training opportunities, and you have access to continued career counseling throughout every stage of your growth and development.

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### **Real Experience, Real Responsibility**

Andrews Kurth lawyers work on cutting-edge deals and disputes from day one. The firm rewards self-determination and initiative and there is no set timetable or hierarchy for associate responsibility. For that reason, you will find that our mid-level to senior associates have a level of responsibility—and cases and deals of a magnitude—equal to that of partners at our competitors' firms.

### **Continuing Education**

The firm hosts an ongoing Continuing Legal Education program, both to train its lawyers and to support them in maintaining their active bar admission requirements. The programs are taught by internal Andrews Kurth lawyers, as well as by world-renowned outside experts on a variety of topics and legal areas of interest.

We sponsored over 100 live programs in 2008. These events took place in each of our domestic offices, were videocast to other offices for viewing, and are recorded as part of our internal training calendar database and to be stored and viewed as webcasts, when needed.

Andrews Kurth enjoys preferred accreditor status with the states of Texas, California and New York. We are a Privileged Member of the Practicing Law Institute and have access to national webinars and podcasts offered by several legal academics such as the American Law Institute of the American Bar Association. The majority of our programs are granted CLE credits in all states where our lawyers are licensed because we work with the bars of each of those states to ensure accreditation is granted.

We deploy all forms of training delivery. These include online courses, satellite programming and in-house developed, self-study modules to deliver the highest quality of innovative legal training to our lawyers and their clients. The ongoing training and counseling you'll receive here will help you advance and achieve excellence in the legal profession.

Or quite simply, we help you launch your career.