

# Fostering Excellence: Two-Day New Associate Training

November 6, 2023



In the fast-paced world of legal practice, staying ahead of the curve and fostering a culture of excellence is vital for any law firm. To achieve this, Hedrick Gardner's Associate Development Committee recently organized an enriching two-day training program for our new associates. This training is an introduction to workers compensation and civil litigation practice, discovery, evaluations, the tripartite relationship, and time keeping. What made this training truly special was that it brought together budding legal talents from four of our offices. The two-day training program was an opportunity for new associates to share their unique perspectives and learn from each other and from our partners. Bringing together lawyers from different backgrounds, experiences, and specialties, is what our diverse and dynamic law firm strives to achieve.

The first day of the program was dedicated to learning about daily life at the firm, presenting the basics of their practice, and introducing professional writing skills, relationship building techniques and developing great habits. The new associates were divided into smaller groups, each focusing on their specific area of law, either workers' compensation or civil litigation. Seasoned partners and senior associates led these trainings, providing deep insights, practical tips, and real-world examples to improve the skills of our new recruits.

After a full day of training, it was time to relax and unwind. To encourage interaction and build relationships beyond the workplace, the new associates and their mentors were treated to a memorable dinner at Legion Brewery. The evening was filled with laughter, anecdotes, and conversations that went beyond law, giving everyone a chance to connect on a personal level. This dinner was a crucial aspect of the program, as it provided an opportunity for the new associates to meet and get to know colleagues from different offices and practices, creating a sense of belonging within the larger firm.

The second day of training introduced expectations for billing and timekeeping, settlements, pro bono work and administrative law. Participants found these sessions invaluable, gaining both theoretical knowledge and practical wisdom that will undoubtedly serve them well in their legal careers. Recognizing our new associates and all they have achieved; we finished the day with a

swearing-in ceremony at the Hilton Charlotte Uptown.

Our law firm's two-day new associate training program was a resounding success. It not only provided our new associates with a solid foundation in various legal aspects but also allowed them to build lasting connections and foster a sense of unity among the team. By bringing together legal minds from different offices and emphasizing the importance of teamwork, the program set the stage for a future of excellence and collaboration within the firm.

At Hedrick Gardner, we are committed to nurturing our associates and helping them become the best legal professionals they can be. Our firm's Associate Development Committee also presents multiple other training opportunities during the year with Lunch & Learns and Fridays Morning Coffee Chats. These training programs are a testament to our commitment, and we look forward to the positive impact it will have on the future of our firm and the clients we serve.