



## Mentoring

### **The Miller Canfield Mentoring Program**

Quality mentoring is an essential element for developing a successful legal career. Miller Canfield's mentoring program promotes an environment that encourages excellence through growth and learning. At Miller Canfield, we are committed to our mentoring program, which will benefit the participating attorneys, the firm and the legal profession for years to come.

### **The Miller Canfield Mentoring Mission**

Our mentoring program recognizes that, in order for mentoring relationships to be successful, mentors and mentees need to devote time to explore and nurture their relationships. Mentors provide mentees with invaluable tools to assist their professional development.

Mentors at Miller Canfield foster a team atmosphere and a trusting relationship with their mentees. Mentors help acclimate the mentee to the Miller Canfield culture. They provide guidance on work, resolving potential conflicts, and other professional matters. Providing positive reinforcement and constructive criticism is an essential part of the relationship, and we encourage mentors to provide specific, detailed feedback. Mentors are also expected to meet regularly with their mentees to assist them with the juggling, prioritizing and diplomacy skills that all newer lawyers need to handle their assignments efficiently and effectively.

At Miller Canfield, mentors play an important role in helping mentees develop their professional goals. This includes the mentees' development within the firm as well as their selection and development of areas of legal expertise.

### **Establishing the Mentor-Mentee Relationship**

All new Miller Canfield associates (including lateral hires) with less than seven years of experience are paired with a principal from the associate's practice group. Additionally, all new associates are paired with a more senior associate from their practice group for up to three years. For example, a first year associate in our commercial litigation group would be assigned both a principal mentor and a senior associate mentor.

We recognize the importance of building a strong mentoring relationship, and believe it is important that the mentor and mentee work in the same office location. However, we encourage each practice group to develop a flexible, customized approach to maximize each associate's mentoring experience.

### **Miller Canfield University Training**

Miller Canfield provides mentors and mentees with tools to create a successful relationship. Mentors and mentees receive supplemental materials and training as part of the Miller Canfield University program, our in-house education program.

### **Our Commitment**





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The personal success of each of our attorneys is a top priority. As such, Miller Canfield is fully committed to providing a mentoring program of the highest quality.

