



**ELEMENTS OF A HIGHLY
SUCCESSFUL MENTORING
PROGRAM**

INSIGHTS FROM THE EXPERTS

- [John Montgomery](#), University of South Carolina School of Law
 - [Michelle West](#), Georgia State Bar Association, Transition to Practice
 - [Jayne Reardon](#), Illinois Supreme Court's Lawyer-to-Lawyer Mentoring
 - [Lori Keating](#), Supreme Court of Ohio Lawyer to Lawyer Mentoring
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THE CURRENT PICTURE, ROUGHLY SPEAKING

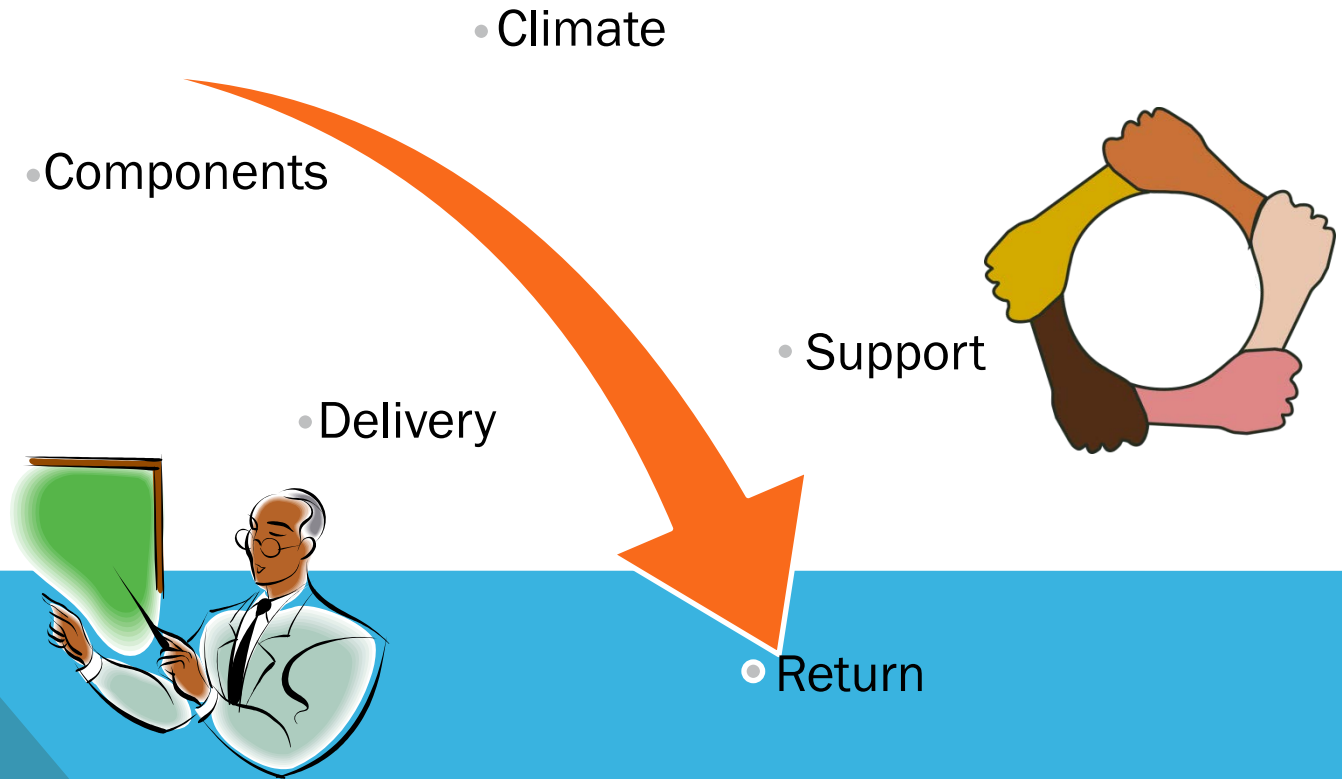
- **25 statewide formal mentoring programs now in operation**
 - **25% mandatory , 75% voluntary**
 - **12,000 newly admitted lawyers now are formally mentored through statewide mentoring programs each year—25% of lawyers admitted**
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MANDATORY V. VOLUNTARY
THE THRESHOLD QUESTION

MANDATORY VS. VOLUNTARY

Considerations:





**RECRUITING TECHNIQUES FOR
VOLUNTARY PROGRAM**

RECRUITING – DECENTRALIZED PROGRAM


Law Firms and Law Departments:

- Ensures CLE compliance (for free)
- Develops young associates' professional skills & talents
- Strengthens internal relationships between attorneys

Law Schools:

- Offers recent graduates a valuable career development tool
- Re-engages older alumni

Bar Associations:

- Provides additional service to members
 - Attracts new attorneys to membership
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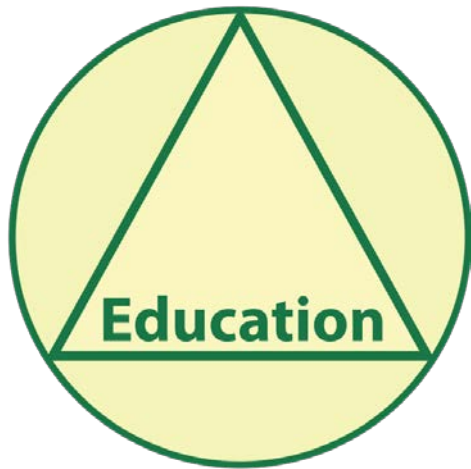
RECRUITING - CENTRALLY ADMINISTERED PROGRAM

Mentors	New Lawyers
Calls to serve - media releases & professionalism courses	Law school networking
Bar association nominations	Chief Justice – admission ceremony
Judicial nominations	Justices – bar passage celebrations
Formal letter	Formal letter
Email with link to application	Email with link to application (sent 3-4 times during registration)
Court's website	Court's website
CLE credit	NLT credit
New lawyers bring them on board	Mentors bring them on board
Peers who recently participated	Peers who recently participated

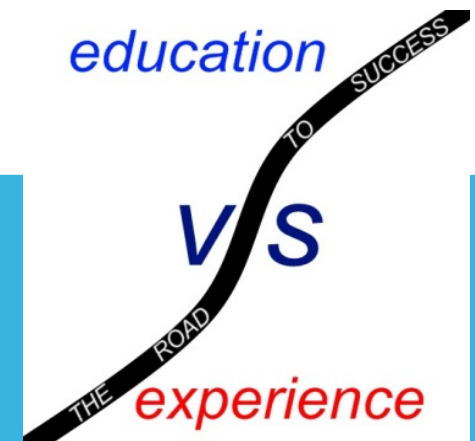
**CLE AS PART OF THE
MENTORING PROGRAM**

CLE IN MENTORING

- 12 hours mandatory CLE
- 6 out of 12 credit hours are required Beginning Lawyers Program (BLP)

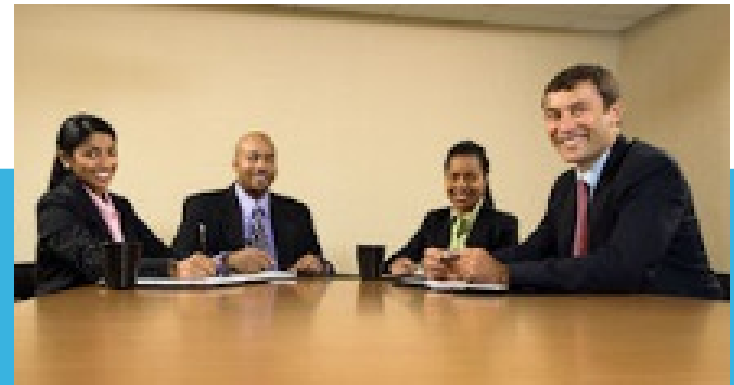
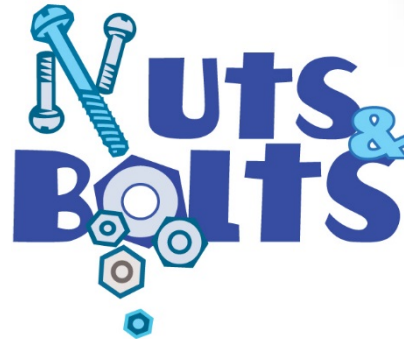


- Complimentary teaching/learning technique



MENTOR TRAINING

OBJECTIVES OF MENTOR TRAINING



MENTOR TRAINING – DISCUSSION INCLUDES



Are you
ready?!


PREPARING THE MENTORING PLAN


MENTORING PLAN

Part I: Professionalism

Plan Supplement	Action
1A	Introduce new lawyer to other lawyers through attendance at bar association meetings and networking opportunities.
1B	Meet at the local courthouse(s) and make appropriate introductions to members of the judiciary, court personnel and clerks of court. Discuss customary rules of civility and etiquette.
1C	Acquaint new lawyer with access to justice issues and legal services organizations. Work together on a pro bono matter, charitable event, or public service project.

PREPARATION OF THE MENTORING PLAN

- Plans similar in mandatory & voluntary states
 - Plan should reflect objectives of program-usually multiple objectives
 - Choice: Allow plan to be crafted based upon objectives (SC) or provide menu of experiences based on objectives (OH, GA, & IL)
 - Certification process
 - Evaluation
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MONITORING & FEEDBACK
DURING THE TERM

MONITORING AND FEEDBACK

How many of the eight required in-person meetings have occurred to date?

- One
- Two
- Three
- Four or more

Are you benefiting from your participation in mentoring?

- Yes
- No

Have you developed a mentoring relationship that supports open communication and learning?

- Yes
- No

Have you had any difficulties completing the selected activities in your mentoring plan?


- Yes
- No

If yes, please explain.



**SUBSTANTIVE LEGAL ADVICE &
MENTOR LIABILITY**

SUBSTANTIVE LEGAL ADVICE AND MENTOR LIABILITY: HOT BUTTON ISSUES

- Confidentiality
 - Avoid creating attorney-client relationship
 - Conflict of interest problems
 - Mentor advice and feedback; using hypotheticals
 - Mutual nondisclosure agreements
 - Agreeing to jointly represent the new lawyer's client or handling pro bono cases together
 - Obligation to report ethical violations
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**PARTICIPANT REACTIONS,
EVALUATIONS & IMPRESSIONS**

EVALUATIONS & IMPRESSIONS

	Current	Future
Mentees	Surveys after each CLE or Mentoring Session	<ul style="list-style-type: none">• Surveys after program completion• Focus Groups
Mentors	Surveys after each Mentoring Orientation CLE	<ul style="list-style-type: none">• Surveys after mentoring year• Focus Groups



OTHER CHALLENGES

RESOURCES



- **Georgia** - www.gabar.org/membership/tilpp/index.cfm
- **South Carolina** – www.commcle.org/MentoringProgram.html
- **Illinois** – www.2civility.org/programs/mentoring
- **Ohio** - www.supremecourt.ohio.gov/AttySvcs/mentoring