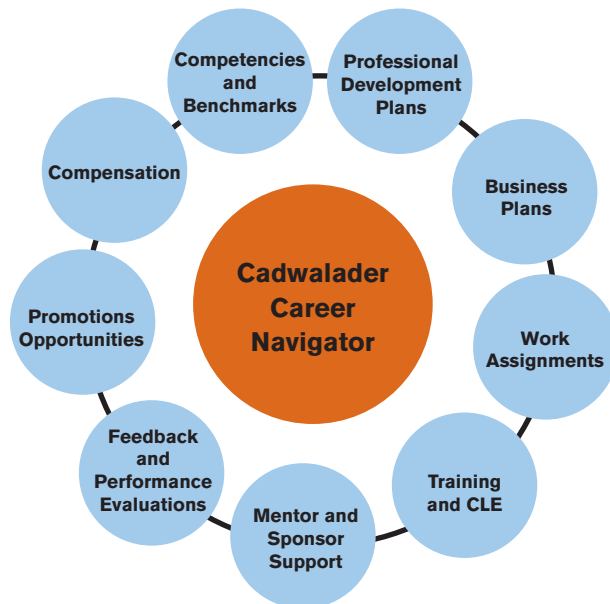


The Center for Career Advancement provides the framework by which Cadwalader attorneys develop into leaders, learning essential legal, practical and professional skills, and taking ownership of their development and career advancement goals. Through a variety of resources, we equip our attorneys with the tools that enable them to succeed at the Firm and in the law.



**The Career Navigator Program**

Cadwalader’s competency-based approach to talent development is guided by the philosophy that to most effectively aid in the development of our attorneys, they should be provided with a clear set of standards and expectations — known as competencies and benchmarks — to be mastered at various levels throughout their legal career.

Competencies are those traits and behaviors recognized uniformly throughout the Firm as the model for successful performance. In addition to knowledge and practical legal skills, such as mastery of the law, communication, research, advocacy skills and professionalism, these characteristics include work ethic and initiative, project and team management, client relationship management and contributions to the Firm. Benchmarks provide guidance about what lawyers in each practice group should know and accomplish as they progress in their careers. These are the specific experiences, work activities and tasks that should be completed to acquire substantive and procedural skills within a practice. Together, competencies and benchmarks provide a roadmap by which our attorneys can thoughtfully and consistently build their professional capabilities.

**Professional Development and Business Planning**

Annually, associates prepare a professional development plan that sets forth specific career goals for the year that will help them to achieve Cadwalader’s competencies and benchmarks, filling any gaps in their knowledge and skill set that they and their supervisors may identify and identifying steps they believe are critical to move forward. The plan might include client work, specific projects, CLE programs, and other training that can provide the experience needed.

At more senior levels, the professional development plan is replaced by a business plan. Senior lawyers, with the assistance of their practice group, prepare a plan that sets forth information and goals regarding their legal skill and expertise, their role in the effective supervision and delegation of work and management of teams and matters, their efforts in developing client relationships and helping with cross-marketing efforts, and their contributions to the Firm in the areas of recruiting, training, mentoring, diversity, practice management, pro bono and community outreach.



## Mentoring Programs

Cadwalader's mentoring programs help attorneys to understand our vision, values, goals, people and practices. They facilitate the sharing of skills and knowledge among attorneys, and provide support in enhancing individual performance and progression. An assigned mentoring program ensures that each associate has assigned mentors to turn to for career guidance and counseling. The Firm also encourages informal mentoring and administers other support through Affinity Groups and Sponsorship Programs for high-potential diverse attorneys.



## Feedback and Performance Evaluations

In addition to receiving timely feedback from mentors and supervisors who are responsible for monitoring and reviewing work, attorneys take part in a formal evaluation meeting after their first six months at Cadwalader. Thereafter, an annual evaluation meeting with a partner and a member of the Professional Development staff is held to evaluate progress on mastery of critical skills and practice group benchmarks; to discuss career goals and review the professional development plan; and to voice any concerns and observations. Cadwalader's annual upward review program gives attorneys the opportunity to provide feedback on any attorney at least one year senior to them. These anonymous responses are an important tool by which senior lawyers learn to improve their own supervisory skills.



## Integration Programs

The CCCA administers a year long integration program for each new class of U.S.-based associates and recent junior lateral attorneys. Participants gain a greater understanding of the Firm and available resources, learn about fundamental aspects of their practice, and socialize with colleagues.



## Career Counseling

Cadwalader is committed to the success of our associates not only while they are at the Firm but also if they pursue other career paths. Training and Professional Development staff serve as a confidential resource for associates to discuss any aspect of career development.

## Training and Continuing Legal Education Opportunities

Our training and development curriculum offers myriad ways in which to develop skills and maximize potential, including via:

- work assignments and on-the-job training
- practice group programming
- pro bono assignments
- thought leadership projects, such as authoring articles and speaking at events
- more than 150 annual educational programs led by Cadwalader attorneys and leading consultants
- access to hundreds of live and on-demand programs offered by bar associations, the Practising Law Institute, and industry groups
- interactive simulations, such as mock depositions, trials and pitches

## About Cadwalader

Cadwalader, Wickersham & Taft LLP puts over 225 years of legal experience and innovation to work today for many of the world's most prominent financial institutions and corporations. Our attorneys offer strategic legal solutions and premier client service from our locations in the United States and Europe. We provide counsel on sophisticated and complex transactional, litigation, and regulatory matters and help our clients break new ground, accomplish their business goals, and manage challenges.