

A decorative background image consisting of a dark blue field with lighter blue, swirling, marbled patterns, resembling a microscopic view of biological tissue or a fluid dynamic simulation.

THE BALLARD BLUEPRINT

The Ballard Blueprint is a specialized yearlong curriculum designed to provide new lawyers with the expertise and skills needed to launch a successful law career. This robust curriculum focuses on laying a strong foundation for new Associates by helping them to grow their legal knowledge and develop critical soft skills in areas such as communication, teamwork, leadership and resilience.

The Ballard Blueprint kicks off in the fall with a weeklong orientation program to introduce Associates to the Firm's resources, support services, expectations, culture and community. Associates will attend a variety of technical trainings and become familiar with the Firm's policies and procedures. The New Associate Orientation also will provide opportunities to begin to build relationships and network with peers, mentors and senior leadership.

Throughout the year, Associates will attend a variety of trainings that focus on the Firm's core competencies, which represent the behaviors and skills expected of a junior Associate at Ballard Spahr. Some of the professional training sessions offered in The Ballard Blueprint are:

- How to Thrive as a First Year Associate
- Communication Savvy
- Introduction to Business Development
- Cultivating Resilience
- Maximizing Your Potential

In addition to training opportunities, The Ballard Blueprint offers two specially-tailored programs:

The Insight Peer Group Coaching Program offers new Associates the opportunity to hone their skills in a number of critical areas. Over a five-month period, Associates will meet in small peer groups to engage in guided, hour-long conversations. During these conversations, Associates can identify areas for improvement, exchange ideas, discuss challenges, develop action plans and hold each other accountable for meeting goals.

The First Year Writing Program is a unique opportunity for Associates to enhance and improve writing skills in a private, collaborative way with the guidance of talented and well-respected senior lawyers. Throughout this program, Associates will work one-on-one with their coach to receive real-time feedback on their writing.