

## 2021 Live Summer Associate Webinars

Everything has changed. And no one gets a second chance to make a first impression. Make summer better with workshops *specifically designed to empower summer success*. All programs include:

- Engaging, interactive content – including prizes.
- Careful customization for each firm.
- Actionable tools to empower Summer Associate success.
- Materials to reinforce learning, including a detailed **Summer Success Roadmap**.
- Free **Virtual Scavenger Hunt** add-on option.

### Live Webcast: *Ace Your Summer*

*Ace Your Summer* helps summer associates rise above the current challenges to make the most of their summer program. Building on an array of successful summer workshops in 2020, this program provides detailed guidance on the two biggest jobs of summer: **acing assignments** and **meeting people virtually**. This engaging webinar is designed to help your firm stand out with programming that summer associates will remember and appreciate.



Summer associates receive key guidance on the essential activities of summer – from receiving and completing assignments virtually, to crafting the perfect transmittal email, and then finessing the virtual social hour. The program also covers getting feedback and handling mistakes.

*Ace Your Summer* is interactive, entertaining, and highly practical. And it helps summer associates avoid common pitfalls and shine every day. **New for 2021**, the program also includes a step-by-step **Roadmap for Summer Success** to help summer associates stay on track and thrive.

Each program is carefully customized to meet specific firm needs. The program can include a segment to answer summer associates' questions received in advance. And detailed follow-up materials support summer associates throughout the rest of the summer. And with all programs, you can add on a custom **Virtual Scavenger Hunt** for free.



## Live Webcast: *Bring Your Best: Building Resilience + Managing Stress*

We are still in uncharted territory. Law students are stressed and face unprecedented distractions. That can impact learning and impair judgment.

**Bring Your Best** arms summer associates with **science-based skills** to build resilience and stay focused in the face of challenges. Specifically designed for summer associates, the program delivers actionable strategies to empower summer success.

Participants learn to face challenges and setbacks with a **growth mindset**, to **reframe “failure,”** identify and overcome **Impostor Syndrome**, and to channel stress into productive action. Live interaction and follow-up materials reinforce the learning.

This workshop is a great complement to firm wellness programs. After the program, participants have reported being, “confident” and “hopeful.”

**Bring Your Best** will set your firm apart and help keep summer associates engaged and productive with key skills they can use throughout their careers.

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## Live Webcast: *DiSC Virtual Power Hour Summer Associate Edition*

This one-of-a-kind **DiSC Work Style Virtual Power Hour** builds self-awareness and helps summer associates learn about themselves and their colleagues.

The inspiration for the program came from law firm requests for **virtual summer programming that combines social elements with learning.**

This fast-paced program highlights differences in work styles and personality types and provides strategies to help lawyers and law students increase their EQ.

Each summer associate receives **an individual DiSC assessment** to keep. And participants can pair up to create **unlimited comparison reports.** The reports serve as custom guides to help summer associates hone their individual communication and collaboration skills.

Participants learn about the DiSC Work Styles and ways to work more effectively with others. The program includes breakout sessions for networking and sharing insights. And with “ah-ha” moments all around, the conversations can continue about anything under the sun. Just add ice.



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## Live Webcast: *Better Together: Working with the Power of DiSC*

A deeper dive into DiSC, this program includes all the elements of the *Power Hour*. And **Better Together** offers additional insights on using DiSC to work more effectively with colleagues. There are more breakout discussions, and participants begin work on an individual action plan. The program also covers ways that people with different DiSC styles may react to common work situations – customized for the participants involved. Fortune Favors the Prepared!



## **Live Webcast: Power Habits: Boosting Performance with the Science of Habits**

It is never too early to build sound habits for practice management – or life. When facing stressors or distractions, people typically respond instinctively. Sometimes those responses help the situation. Sometimes they don't. People may freeze or get defensive when receiving constructive

criticism. They may delay work on stretch assignments. But these repeated reactions are not fate.

Going beyond the traditional notion of habits, this science-based program helps participants build skills to boost performance throughout their careers. Highly interactive, the program covers specific strategies to help participants take positive, proactive action — consistently. And that fosters trust.

Participants learn how reflexive behaviors take hold. Armed with that knowledge, the program then dives into ways to interrupt or replace unhelpful behaviors, such as procrastination or ruminating after a mistake. Strategies include disrupting cues and substituting responses.

Then the program provides specific steps to help participants boost their performance. They learn how to make a habit of: getting out of their comfort zones, taking positive action after a mistake, and crafting conversations with care. Topics are tailored to complement other programming and follow-up materials reinforce learning. Participants will thank you for helping them make sound choices — without fail.

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## **Reviews:**

**“Grover ran an excellent DiSC Assessment presentation** for our 2020 Summer Associates, and **it was a huge hit!** He managed to make the presentation both **informative and engaging** (and seamless – despite the virtual environment!) **Our summers remarked how helpful it was** to hear his insights on how to utilize their personal strengths, based on their DiSC results, to advance their careers and work efficiently. For students entering an often high-stakes and stressful career, having this information is invaluable. We can't wait to schedule our next DiSC presentation for our 2021 Summer Program!”

**– Hollis Alpert, Recruiting Coordinator, Selendy & Gay PLLC (March 17, 2021 via LinkedIn)**

**“Grover always hits it out of the park with his associate development programs.** Even in a virtual environment, **Grover kept our associates engaged and active.** Grover's practical advice for our new lawyers will help them more easily transition to the practice and will help them build successful professional relationships.”

**– Carrie English, Chief Diversity, Inclusion & Professional Development Officer, Husch Blackwell, LLP (February 4, 2021 via LinkedIn)**

“Grover presented to our first year associates during their orientation week. His presentation, Start Strong: Productivity & Value, was excellent and covered all of the basics of getting integrated as a new lawyer. In particular, **he has pivoted his presentation to cover the nuances of a virtual workplace and how to stay connected and be visible while working remotely.** In particular, I was really impressed with how well Grover adapted his program to be presented virtually! He used games and polls really well during the program, he called on participants to keep them engaged, and **he was able to get a quiet group of first years to participate actively.** This was my first experience with Grover, and I look forward to collaborating with him again in the future, and I highly recommend him to any firm looking for a presenter for new attorney orientation & integration!”

– Carole Deeter, Professional Development Manager, Thompson Hine LLP (January 19, 2021 via LinkedIn)

“**Grover is a pleasure to work with!** He makes every aspect easy and seamless - from tailoring the program to our firm’s needs to collaborating with us while presenting. He has capably transitioned to a virtual presentation model that is flawless and engaging. **No zoom fatigue here! The time flew and the attendees gave him rave reviews.**”

– Jessica Buchsbaum, Chief Legal Talent Officer, Bilzin Sumberg Baena Price & Axelrod LLP (January 6, 2021 via LinkedIn)

“**I’m so glad I got to work with Grover** this year on Baker McKenzie’s Summer Program. He put together **two fantastic sessions for our North America Summer Associates** with content that was relevant to the virtual work environment we are in, impactful for their professional development, and fun! Grover is always on top of current events and is thoughtful about the content he proposes. He also weaves in cognitive behavior research and it’s clear that his main goal is for his audience to leave with tangible tools for their daily professional lives. **I’d work with Grover again in a heartbeat.**”

– Sara Esparza, Attorney Recruiting, Baker McKenzie (October 4, 2020 via LinkedIn)

“Grover conducted a virtual presentation to our 1L Diversity Fellows on building grit and resilience and overcoming imposter syndrome. **Grover was such a pleasure to work with throughout the entire process, and our fellows greatly appreciated his insights and perspectives.** He adapted well to the ever-changing 2020 environment, and really took our concerns into consideration in his presentation.”

– Ashley Concini, Americas Legal Recruiting Manager, White & Case LLP (August 21, 2020 via LinkedIn)

“Grover presented to our summer associate class this year during their orientation program. His session was engaging, informative, and very well organized. **He went above and beyond** to make sure his presentation (a combination of his two sessions "Bring Your Virtual Best" & "Ace Your Virtual Summer") was tailored specifically for our group of summer associates. The session was a hit. In fact, in our summer associate post-orientation survey, it was **the session that received the highest rating.** I strongly recommend using Grover for your training/programming needs!”

– Mary Alex Hudson, Manager, Recruitment and Professional Development at Allen & Overy (November 12, 2020 via LinkedIn)

“Grover is one of my favorite consultants to work with for a number of reasons. First, he pulls from his experience as an associate and partner in a law firm to give **very practical, from-the-trenches advice**. Rather than a “rah-rah – you can do it” explanation, Grover can provide guidance from the view of a partner or supervising attorney, which is immensely beneficial for new lawyers. At the same time, **Grover brings a sense of levity and fun to his presentations through humor, interaction and leveraging technology, which keeps the participants engaged and active in discussion**. Finally, Grover’s professionalism and flexibility make it very easy to work with him. He is dependable and eager to collaborate with relevant stakeholders, all while **making those who hired him look equally as professional in the process.**”

– Kristin Heryford, Professional Development Manager, Cooley LLP

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## Biography:

Grover Cleveland is a sought-after speaker on law career success and the author of *Swimming Lessons for Baby Sharks: The Essential Guide to Thriving as a New Lawyer*, now in its Second Edition.

He is a former partner at Foster Pepper in Seattle, WA. In private practice, he represented Paul Allen, the late Microsoft co-founder, and many of his companies including the Seattle Seahawks.

Grover provides interactive practical skills workshops for the world’s leading law firms. He is known for engaging programs that empower summer associates and associates to provide more value, stay engaged, and advance. He also accepts select individual coaching engagements with attorneys at all levels, including partners.

Grover is the author of *Taming Time*, the time management chapter in *An Associate’s First Year: A Guide to Thriving at a Law Firm*, edited by Jennifer L. Bluestein and published by PLI. And he is the author of the chapter on delegating effectively in *Stepping It Up*, a new book from PLI for mid-level associates.

A recognized expert on law career success, he has been inducted as a fellow in the *College of Law Practice Management* and has been quoted in leading publications, including *The American Lawyer*, *Law Practice Today* and other ABA publications, the *Ms. JD* blog, *Law 360*, and *The Wall Street Journal*.

Grover is a regular speaker at national legal career conferences, including the Professional Development Consortium and NALP. He is passionate about helping women and minorities advance in the profession and was a nominee for Ms. JD’s TIM (The Incredible Man) award. He is a member of the National LGBT Bar Association.

He is not related to the 22<sup>nd</sup> and 24<sup>th</sup> President of the United States.