

# Managing Partner Vince McGuinness Discusses Expectations from New Lawyers in Law Practice Today

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Vince McGuinness was interviewed in Law Practice Today Webzine in an article titled "A Roundtable Discussion: What Law Firms Expect From New Lawyers." Vince is part of a panel of six that are asked about expectations from new lawyers. On the topic of technology for today's new lawyers, Vince says, "Tech skills are critical in today's practice. Through firm committees, like our associates committee and [technology] committee, many Generation Y attorneys are educating firm management about new technologies and social media outlets that we are incorporating into our firm's cadre of tech tools."

On the topic of career planning for junior attorneys: "[We] have a comprehensive professional development program in place that offers different skill training from entry level to mid-level to more experienced. We survey lawyers for input about their needs and facilitate programs that are topical and interesting to our lawyers."

Another essential component of law is building and developing relationships and after three years of law school and passing the bar exam, many young lawyers are ready to jump into practice.

"We recognize this can take time until a young lawyer feels comfortable in this role. As a result, we engage our young lawyers immediately in this process," he added. "Senior lawyers involve young lawyers on client pitches and presentations, assign substantive projects that regularly require client contact, and participate in business development training programs. Business development skills come in many different shapes and sizes, and exposing young lawyers to a variety of opportunities refines and develops these skills."

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