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Training & Development

The firm boasts a unique training program for associates with the goal of developing attorneys who possess specialized expertise, but who are also well versed in multiple practice areas. During an associate's first two years, he or she will rotate through two of the three main practice groups: Real Estate, Litigation and Business. The associate is placed on a particular team and will generally remain there for a period of one year before rotating to another team within a different practice group for a second year. At the end of the associate's second year with the firm, the associate will express a preferred practice area to the managing partner.

In addition to the obvious value associated with being a well-rounded attorney, associates who rotate have an opportunity to know, become known by, and establish professional and personal relationships with attorneys at all levels throughout the firm. This interaction contributes, in significant part, to the integration of each associate into the overall practice and culture and, ultimately, to the stability and cohesiveness of the firm's partnership.

In addition to the rotation system, the firm provides associates with formal training through "Wednesday Lunch Seminars" hosted by different partners during the associate's first year of practice. We also assign a senior associate as a mentor to each first-year associate in order to ease the transition from law school to practice. After the first year, each associate chooses a partner to serve as his or her mentor.

Partnership

Associates are hired with the expectation that, ultimately, they will be selected for partnership with Lowndes, Drosdick, Doster, Kantor & Reed, P.A. The current "track" for partnership consideration is eight years from the first February following an associate's first day of employment with the firm. The ultimate progress of each associate depends upon individual effort and ability. Every six months associates are given formal verbal and written reviews involving their direct supervising partner and the managing partner of the firm.