



## Irvine Managing Partner Shares Best Practices for Associate Development Amid Remote Work

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In an interview with *The Recorder*, **Jim McDonald**, Regional Managing Partner of Fisher Phillips' Irvine office, discusses the firm's apprentice-style training model during this period of remote work. In the article, he explains that the firm uses an apprentice-type training model which, during remote work, has helped to ensure associates aren't deprived of opportunities to develop skills, client relationships and relationships in the community. Amid the pandemic, the office created mentoring cohorts, which consist of one equity partner paired with three associates, to address a surge in associate lateral hiring at the start of the pandemic. Increasingly, these attorneys are meeting for in-person lunch or cocktail hour—an encouraging sign that people are becoming comfortable meeting in-person again.

To read the article visit [The Recorder](#) (subscription required).

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