

Little's SOAR Program Takes Off

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(April 11, 2022) – Littler, the world's largest employment and labor law practice representing management, is proud to introduce the rebrand of its Littler SOAR Program (previously named the Investment for Success program). The program, led by Shareholders Michelle Gomez (Denver) and Joon Hwang (Tysons Corner), pairs newly hired associates with a shareholder mentor to help them successfully integrate into the firm.

"Research has shown that the first few months at a law firm can be crucial in determining a new attorney's success. In response, Littler's SOAR program ensures that we are effectively onboarding, mentoring and training our newly-hired talent," said Paul Bateman, Littler's Chief Inclusion, Equity and Diversity Officer. "SOAR is designed to connect established attorney mentors with new, diverse attorney mentees to help them find their footing, so that they are set up to excel and achieve their goals at Littler."

Initially launched in 2017 as a follow-up to Littler's award-winning Career Advocacy Program, SOAR mentors share career advice, suggest ways to boost opportunities at the firm, identify core competencies and provide tips for managing workload. Additionally, they offer guidance on developing subject matter knowledge and involvement in practice groups, firm committees and affinity groups. Mentors also help their mentees navigate the wealth of resources at Littler.

"As co-chairs, we are continuously developing initiatives to ensure that SOAR participants get the most out of the program," added Gomez and Hwang in a joint statement. "As part of our efforts, we renamed the program to more accurately

depict its goals, which is to help our new associates launch and excel in their respective careers at Littler.”

Last fall, SOAR held a virtual graduation ceremony honoring 15 associates, who completed 18 months in the program. SOAR graduates attribute their participation in the program to their successful practices. For example:

In the words of associate Jason Byrd (New York), “Through my participation in the SOAR program, I was able to hone my skills as an attorney. A major benefit of the program was having a mentor who served as a neutral party. He helped me navigate the firm’s resources and improve the management of my daily practice. I’m extremely grateful for the guidance of my mentor and my time here at Littler.”

Littler also has a number of other programs designed to retain and promote a diverse workforce, including the previously mentioned Career Advocacy Program and Breaking Through, among other meaningful initiatives. The firm continues to set the standard for inclusion, equity and diversity in the industry as it earns recognition for its policies, practices and programs. For a comprehensive overview of Littler’s ongoing programming and initiatives, check out the firm’s 2021 Inclusion, Equity and Diversity Annual Report.

About Littler

With more than 1,600 labor and employment attorneys in offices around the world, Littler provides workplace solutions that are local, everywhere. Our diverse global team and proprietary technology foster a culture that celebrates original thinking, delivering groundbreaking innovation that prepares employers for what’s happening today, and what’s likely to happen tomorrow. For more information, visit www.littler.com.

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