

The logo features the letters 'LMP' in a stylized font where the 'L' is grey, the 'M' is gold, and the 'P' is grey. To the right, the words 'LAWYER' and 'MENTORING' are stacked in a bold, sans-serif font. 'LAWYER' is gold and 'MENTORING' is teal. Below this, the text 'A PROGRAM OF THE SUPREME COURT OF SOUTH CAROLINA' is written in a smaller, grey, all-caps font. A thin vertical line separates the 'LMP' from the main text.

LMP | **LAWYER**
MENTORING
A PROGRAM OF THE SUPREME COURT OF SOUTH CAROLINA

Nichole Davis
Mentoring Program Administrator
Risk Management Counsel
South Carolina Bar

- **Rule 425, SCACR, established the Lawyer Mentoring Program.**
- **The goal of the program is to provide new lawyers with the tools that will enable them to continually enhance their habits, practice skills, knowledge, and professionalism throughout their legal career.**
- **As of May 23, 2016, the Lawyer Mentoring Program is administered by the SC Bar.**

What is a MENTOR?

Motivating
Engaged
Networker
Trustworthy
Objective
Responsive



Benefits of being a MENTOR

FREE CLE HOURS



During any MCLE compliance reporting period in which a lawyer completes a full year as a mentor for one or more new lawyers, the mentor shall be deemed to have completed 4 hours of CLE credit, of which 2 hours shall constitute ethics CLE credit.

G. DEWEY OXNER, JR.
MENTOR
OF THE YEAR AWARD



The G. Dewey Oxner, Jr. Mentor of the Year Award is presented annually to an individual serving as a mentor to a new lawyer through the Supreme Court's Lawyer Mentoring Program.

In November 2013, the Supreme Court of South Carolina's Chief Justice's Commission on the Profession created this award, which honors the legacy of one of the giants in the legal profession, G. Dewey Oxner Jr., and his steadfast commitment and leadership in ensuring that the practice of law remains a high calling.

The award spotlights a mentor who not only went the extra mile and provided outstanding support, advice or assistance to the new lawyer, but who also exemplified the highest standards of integrity, civility and professionalism.



**2017 Mentor of the Year
Kirby D. Shealy, III**

In order for mentoring to work properly, there has to be some kind of boundary system in place.

In other words, you have to have a



Individual MENTORing Plan



INDIVIDUAL MENTORING PLAN

* Please download this form, enter your information electronically, and submit it via e-mail.

New Lawyer _____ S.C. Bar Number _____

Mentor _____ S.C. Bar Number _____

The above-named new lawyer and mentor have met and set out the following plan to comply with the nine (9) objectives of the Lawyer Mentoring Program as prescribed by the Supreme Court of South Carolina. Pursuant to Section (g)(1), Rule 425, SCACR, the individualized mentoring plan shall be submitted to the Bar for approval within thirty days of the start of the mentoring term.

Objective A: To establish a clear understanding as to the expectations of both the mentor and the new lawyer.

To meet this objective, we have agreed to:

Objective B: To introduce the new lawyer to other members of the legal profession and to other participants in the legal system.

To meet this objective we have agreed to:

- There are 9 objectives that must be included in the Individual **MENTORing** Plan.
- The new lawyer must submit the plan to the Program Administrator for approval within 30 days of being paired with a mentor.
- All 9 objectives must be met in order to complete your mentoring obligations.
- These objectives are intended to be a guide to the development of the relationship between the mentor and the new lawyer and should be addressed on an ongoing basis over the course of the mentorship year.



Objective A

To establish a clear understanding as to the expectations of both the mentor and the new lawyer.



To meet this objective, we have agreed to an initial meeting to discuss:

- What the new lawyer would like to get from the program**
- The number of meetings and method of communication**
- Ethical limitations on the mentoring relationship**
- The objectives of the program and how to achieve them**

Objective B

To introduce the new lawyer to other members of the legal profession and to other participants in the legal system.



To meet this objective, we have agreed to:

- Identify potential practice areas for the new lawyers and compile a list of organizations that would further the new lawyer's goals**
- Attend local Bar events and introduce the new lawyer to members of the bar, judiciary, and court personnel who attend.**
- Encourage the new lawyer to members of the Young Lawyers Division.**

Objective C

To ensure that the new lawyer has a thorough understanding of generally accepted professional values and standards of behavior, as well as an understanding of the need to regularly educate oneself throughout a professional career.



To meet this objective, we have agreed to:

- **Discuss Rule 11, the Rules of Professional Conduct, and the Lawyers Civility Oath**
- **Identify CLEs and other educational training opportunities during the year focused on career goals and exposure to other practice areas**

Objective D

To ensure that the new lawyer is fully aware of a lawyer's ethical obligations and how to identify and deal with any ethical issues that may arise.

THERE IS
NO RIGHT WAY
TO DO
A WRONG THING.



To meet this objective, we have agreed to:

- Discuss the ethics and professional responsibility rules, the civility oath, and best practices at each meeting**
- Discuss utilizing resources such as the SC Bar's Ethics Hotline for additional ethics advice when needed**

Objective E

To ensure that the new lawyer is fully aware of the proper practices for avoiding mishandling of other's assets, conflicts of interest, neglect of a matter and other common ethical and civil liability problems.



To meet this objective, we have agreed to:

- **Discuss ethical billing and documenting client time**
- **Discuss the Office of Disciplinary Counsel and how ethics and professional grievances arise and are resolved**

Objective F

To help the new lawyer create and implement a successful career plan.



To meet this objective, we have agreed to:

- **Discuss goals and the importance of exposure to a variety of practice areas, then focusing on developing one or two areas of expertise**
- **Draft a checklist of associate training, professional, and marketing milestones for the first year**

To meet this objective, we have agreed to:

- Discuss the importance of writing skills in the practice of law and work on any problem areas**
- Discuss litigation procedures and how to gain valuable court experience through pro bono activities**
- Look for opportunities for the new lawyer to observe good litigators in court**

Objective H

If the new lawyer is in private practice, to assist the new lawyer in developing a productive and effective law practice.



To meet this objective, we have agreed to discuss:

- **How the new lawyer can market his or her skills and practice**
- **Evaluating a case and when to say no**
- **Engagement letters and setting fees**
- **Records retention, file security, and business continuation policies**
- **Risk management**

Objective 1

To help the new lawyer enjoy a healthy personal life while fulfilling his or her professional obligations.



To meet this objective, we have agreed to:

- **Discuss life-work balance**
- **Introduce the new lawyer to other lawyers who have been in practice less than five years so they can discuss ways to achieve balance in their lives**
- **Discuss the Lawyers Helping Lawyers program**

How to receive your CLE credit

Complete the Certificate of Completion

Submit to Program Administrator

LMP LAWYER MENTORING
A PROGRAM OF THE SUPREME COURT OF SOUTH CAROLINA

CERTIFICATE OF COMPLETION

1. CERTIFICATION

We hereby certify that _____
(print or type name of new lawyer)

Has completed all requirements of the Lawyer Mentoring Program as set forth in the individual mentoring plan.

Has **not** completed all requirements of the Lawyer Mentoring Program as set forth in the individual mentoring plan. Pursuant to Section (m), Rule 425, SCACR, I have attached a detailed response of the specific reasons why the requirements were not completed.

2. SIGNATURES

I certify that the above information is true and correct.

DATE _____ SIGNATURE OF MENTOR & S.C. BAR NUMBER _____

DATE _____ SIGNATURE OF NEW LAWYER & S.C. BAR NUMBER _____

E-Signatures allowed

Encourage your colleagues to become a
MENTOR.

Go to www.scbar.org/mentoring.

Complete a Mentor Certification
Application and email it to
mentors@scbar.org.

QUESTIONS???



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