



Everything Old is New Again: Innovative Training Ideas

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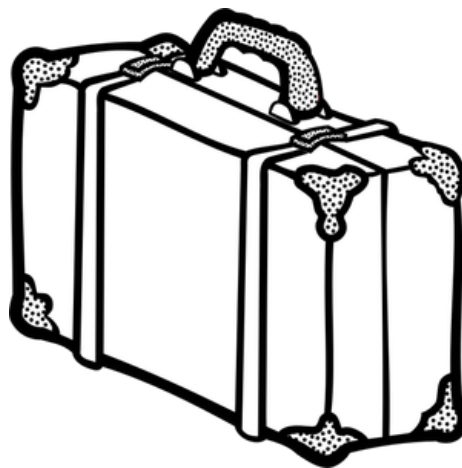
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Topical Agenda





Shadow Training





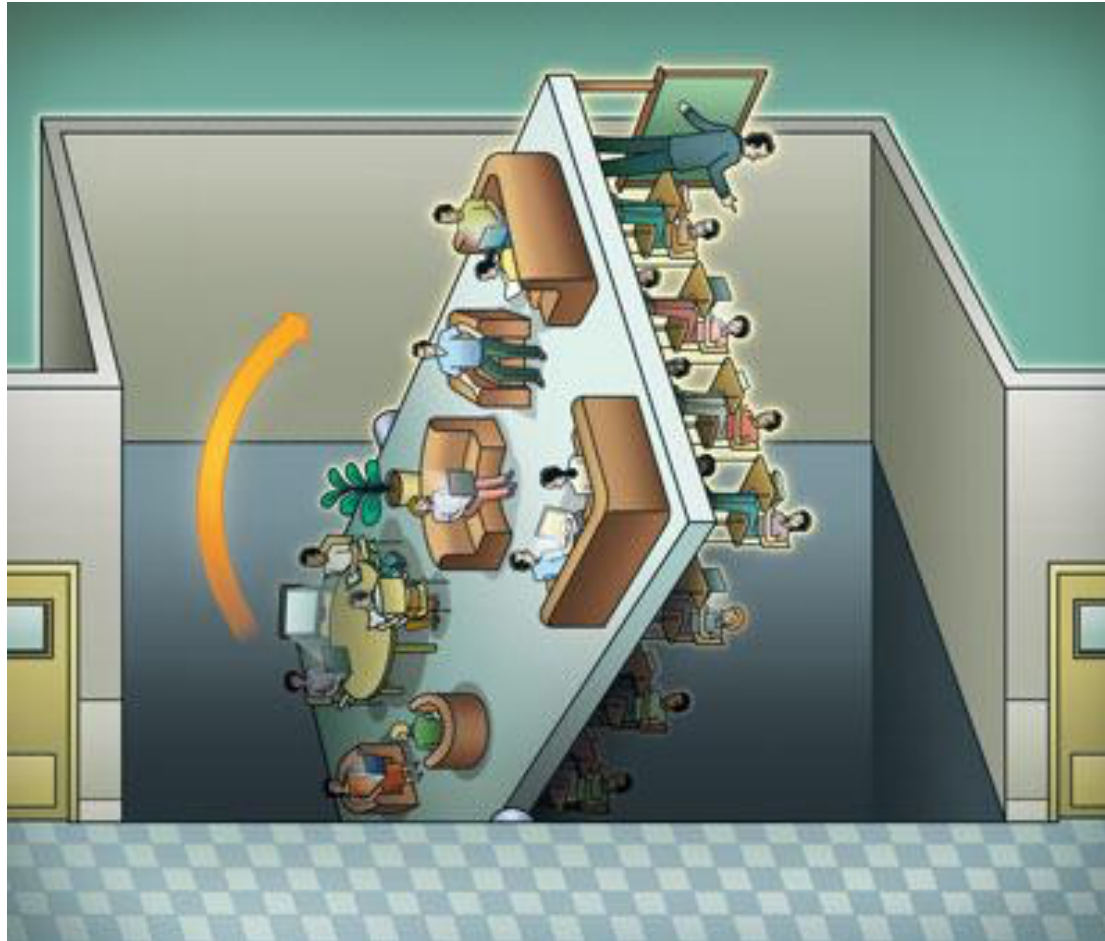
Live Polling

**Text “quietspacing”
to 22333**





Flipping the Classroom





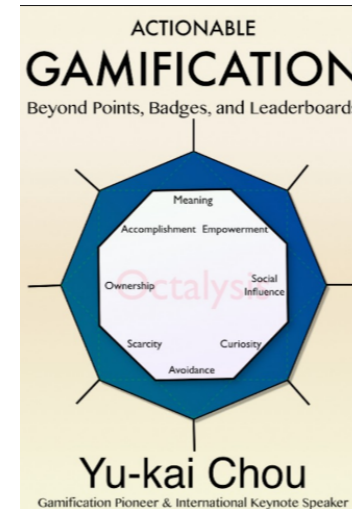
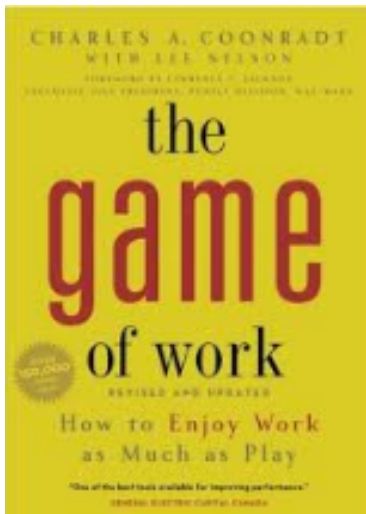
Flipping the Classroom

- Incorporating the Concept
 - Ideas
 - Lessons Learned
- Examples
 - Goodwin
 - Document Review
 - Closing Checklists
 - Fenwick
 - M&A Bootcamp



Gamification

- “...design that places the most emphasis on human motivation in the process... Human-focused design as opposed to function-focused design.” -Yu-Kai Choi
- Concept, well-known examples & real life examples





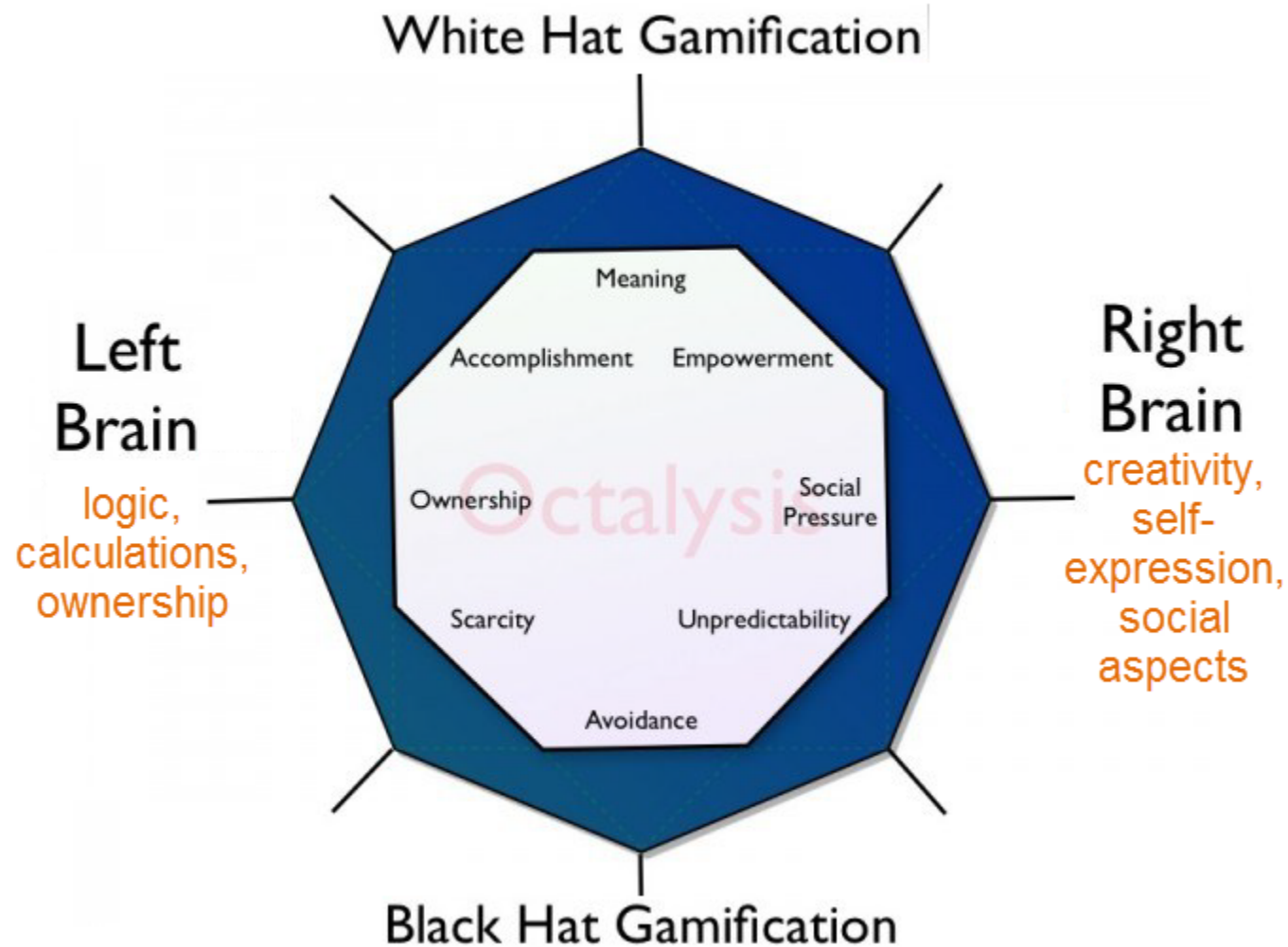
Gamification

Yu-kai's 8 Core Drives

1. Epic Meaning & Calling - *greater than self, beginner's luck*
2. Development & Accomplishment - *most common (PBLs)*
3. Empowerment of Creativity & Feedback - *Legos*
4. Ownership & Possession - *avatars, collections*
5. Social Influence & Relatedness - *connectedness*
6. Scarcity & Impatience - *delayed reward, limited access*
7. Unpredictability & Curiosity - *sweepstakes, lotteries, gambling*
8. Loss & Avoidance - *expiring offers, consequences*



Gamification





Gamification





Gamification

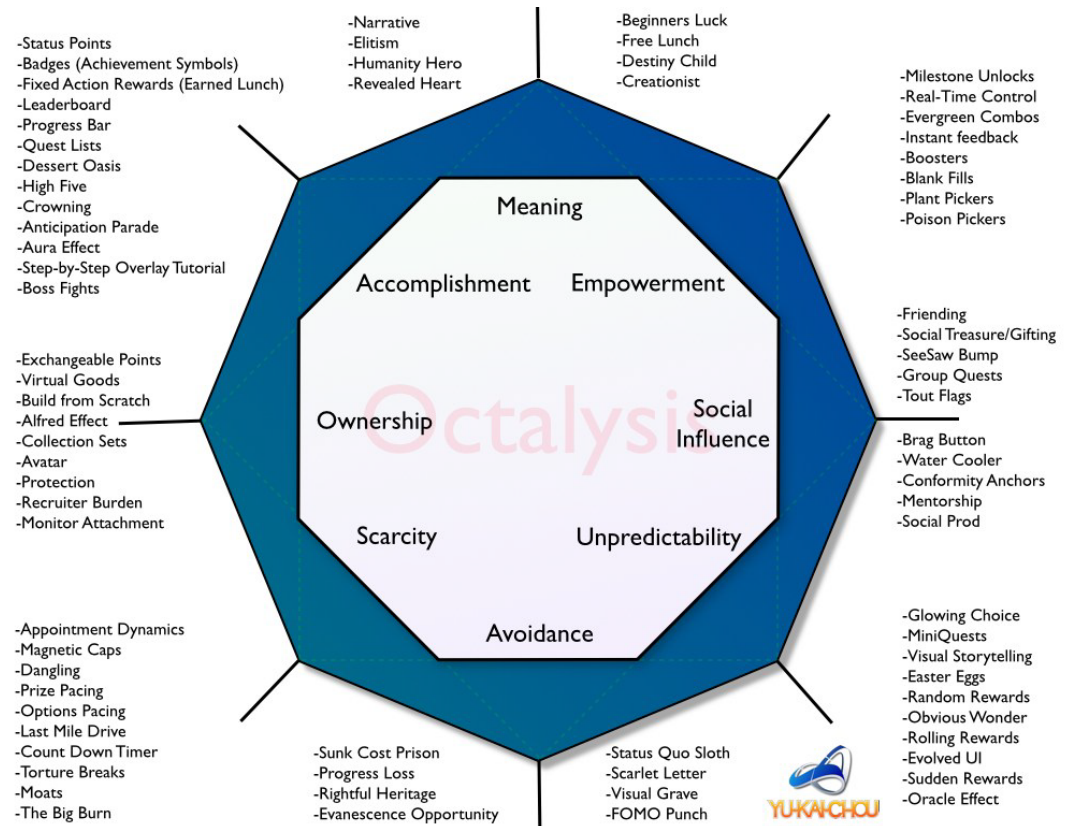
- Real Life Examples:
 - Fenwick
 - Gamified happy hour eLearning launch
 - Law firm management game
 - Knowledge Mgmt Newsletter
 - Fenwick U core values discussion
 - Solicitation of eLearning topics
 - Tips, tricks and suggestions
 - Start small
 - Select prime opportunities & collaborators

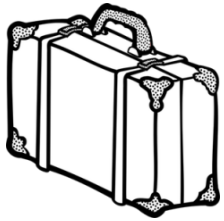


Gamification

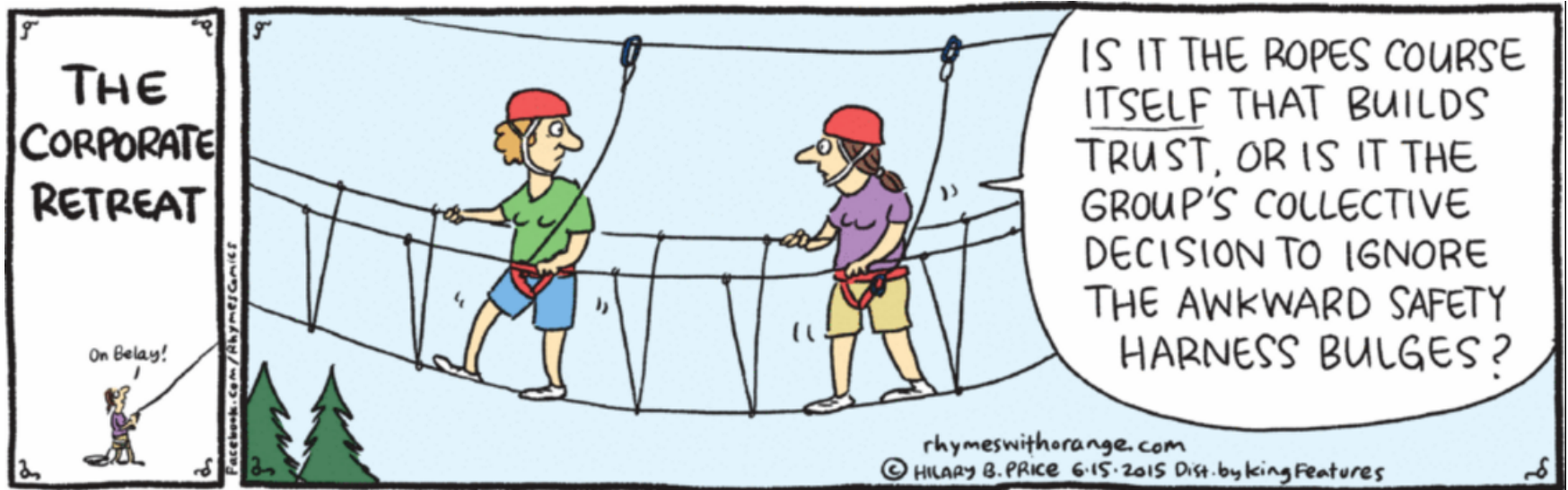
Table exercise:

1. Identify an opportunity at your firm where you could incorporate gamification
2. Using Octalysis framework, brainstorm a few ideas and discuss at your tables
3. Report back your best ideas!





Retreats





Engagement/Attendance





Engagement/Attendance

- Creative internal marketing and promotion
 - Popcorn mailer, themed food and bev
- Beat the drum – getting high-profile partners onboard
 - Convert “remedial” skill - Time Management - to “strategic” skill - productivity - through repeated and varied messaging.
- eLearning metrics assessed in review



Engagement/Attendance

- Return to Required?
 - Shift towards mandatory training
 - Different messaging regarding ‘required/expected/optional’
- Shift *FROM* OTJ (On-The-Job) learning of basic skills *TO* necessary “home work” for successful career development
 - It’s not about this job, it’s about a continuing investment in your skills to be moving up/along your career arc



Engagement/Attendance

- Incentivization
 - “Creditable” time
- Competition
- Scarcity

Putting it all into Practice

Table Exercise

- Where is one place where you have an opportunity to improve training?
- What is one thing you could change, update, enhance, innovate, revamp, and/or improve based on today's content?

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