

CLEARY GOTTlieb

Learning & Development Offerings



2026

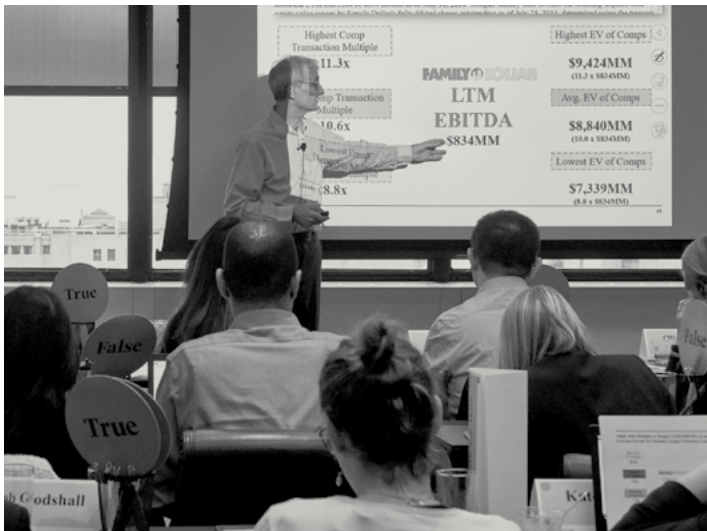


mini
MBA



C3

CLEARY CORE CURRICULUM
FOR LEADERSHIP DEVELOPMENT



CLE

CONTINUING LEGAL EDUCATION



About Us

Cleary Gottlieb is committed to the professional development of our lawyers and professional staff. With a dedicated Learning & Development (L&D) team, the Firm provides the Cleary community a wealth of opportunities for training, growth, and engagement.

Collaborating with associates, senior leaders and various talent teams, L&D continuously identifies and assesses training goals to design programs that support attorneys throughout their career. The result is a comprehensive schedule of programs and library of resources and tools that support lawyers at all levels and across all practice groups. Programs cover both legal technical skills and professional development skills, taught by both our own internal subject matter experts as well as top consultants in the market.

For more information, please contact:

US-Learning_and_Development_Team@cgsh.com

Cleary's miniMBA & Orientation Program for Incoming Associates

Every Cleary lawyer starts in our intensive full-time miniMBA and orientation program. Taught by Cleary lawyers for Cleary lawyers, the program covers topics like accounting, corporate governance, valuation, derivatives, and other subjects covered in a standard MBA program. Among other goals, it provides new associates with background to better understand how our clients think and what they expect of us.

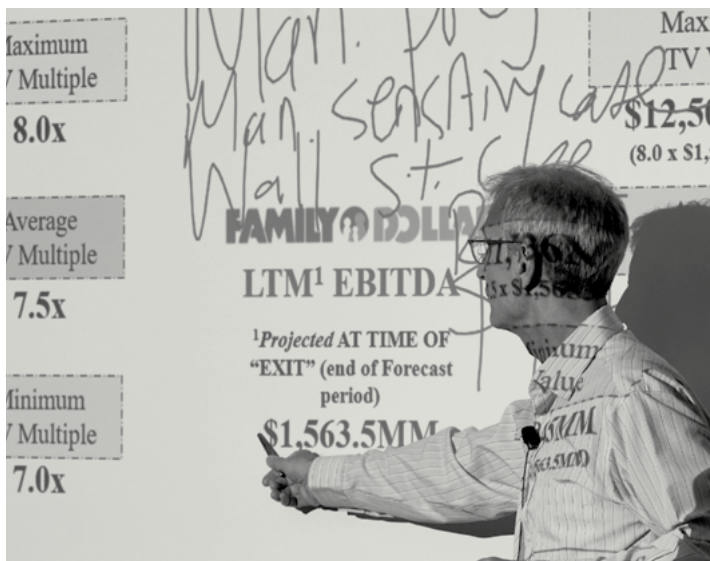
The miniMBA and orientation program also provides associates with an overview of Cleary's

business, culture, people, and resources, as well as the expectations of our lawyers and practical advice on how to have a successful career at Cleary and beyond. Topics include: best practices for practicing allyship and fostering an inclusive workplace, tips from senior associates, growing your professional network, personal finance, and Cleary's Core Skills. Additionally, new U.S. associates build relationships with one another through various networking opportunities such as team-building activities and dinners with senior lawyers.



“What I love about the miniMBA is that it’s uniquely Cleary. In the miniMBA, Cleary lawyers—not canned presenters—come together to share their insights with our new associates, helping our associates see the world through the eyes of our clients. As a ‘co-chancellor’ of the miniMBA, I get to see our associates gaining a head start in thinking through original solutions to the issues that really matter to our clients. That goes to the core of what we do at Cleary.”

Dan Reynolds
Partner





“Cleary’s miniMBA program is world-class and equips new associates with the key skills required to make an impact early on in our careers. In addition to diving into topics around finance, accounting, and other MBA related coursework, we spend a great deal of time during the program learning about the Firm, its business, and clients. In addition to the substantive aspects of miniMBA, there are enriching opportunities throughout the program to connect and build relationships with colleagues across our offices and practice areas.”

Jordan Michael Christian
Law Clerk



Cleary Core Curriculum

Cleary offers a professional skills curriculum for all associates, known as the Cleary Core Curriculum for Leadership Development (the C3 Curriculum).

The curriculum is designed to progress with associates as they develop in their careers. The courses are taught by both internal lawyers and top external consultants. The curriculum is as follows:

— **1st year** – Core Skills Refresh, Managing Summers: Delegation and Feedback Skills, Strategies for Drafting Client-Friendly Documents, Time Management

— **2nd year** – Building Your Personal Brand and Network, Communication Skills I, Developing Juniors: Delegation and Feedback Skills

— **3rd year** – Business Development, Project Management, Transitioning From a Junior to Mid-Level Associate

— **4th year** – Communication Skills II, Negotiation Skills, Pitching Skills

— **5th year** – Managing Client Relationships, Transitioning From a Mid-Level to Senior Associate



“Learning to become a great lawyer is so much more than learning the substance of the law. At Cleary, we focus on developing lawyers who are well-rounded, have excellent substantive legal skills and even stronger soft skills. Our C3 curriculum is progressive and designed to provide exposure to appropriate training for each level of seniority, ranging from communication skills to project management and everything in between.”

Francesca Odell
Partner

“A lot of firms are good at informal development, but Cleary excels at formal development. The C3 program helps keep associates of all seniorities on track with individual professional development goals that reinforce Cleary’s commitment to excellence.”

Madison Bush
Associate





“The C3 Curriculum has been an invaluable part of my Cleary experience. I’ve always appreciated the way in which the skills taught build on each other and feed into the tasks and projects assigned to me as I have progressed through associate class years.”

David Schwartz
Senior Attorney



CLEARY GOTTlieb

**Guide to
Good Management**



C3

Practice Group Training

The practice groups offer a wide array of training throughout the year, some of which are aimed specifically at junior associates and some of which are open to lawyers of all levels of seniority. These programs consist of CLE and non-CLE programming and cover more than a dozen different substantive legal areas, from private equity to international litigation and arbitration.

For litigators, junior associates participate in the **Litigation Fundamentals** and **Discovery Workshop** curricula. Litigation associates also participate in Cleary's **Litigation Academy**, an annual two-day program where lawyers continue to hone their deposition, trial, and oral advocacy skills through mock exercises.

For corporate lawyers, junior associates participate in the **Corporate College** and **M&A Practical Skills (MAPS)** curricula, which offer training on fundamental corporate topics. We also offer corporate programming tailored to specific areas of practice, such as:

- **Antitrust Training Series**
- **Capital Markets** and **Corporate Advisory CLEs**
- **Debt Finance CLEs**
- **Executive Compensation & ERISA Training**
- **Financial Institutions, Markets and Transactions Training Series**
- **Private Funds University**
- **Real Estate**
- **Structured Finance Watercooler** sessions
- **Tax**

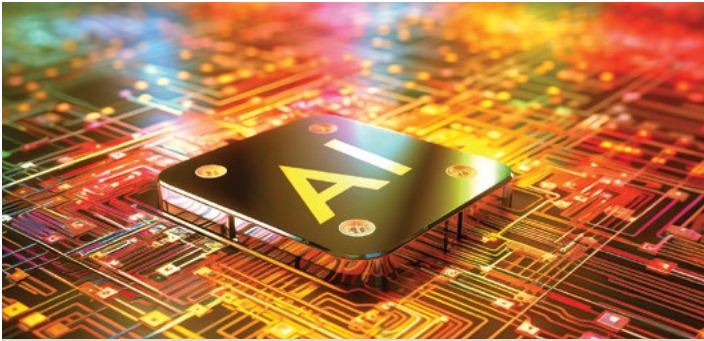
“Learning how to collaborate effectively is so important to modern legal practice, not just to ensure the high quality of the end result, but also to ensure that all team members are able to develop equitably (and to improve everyone’s quality of life). I’m proud of Cleary for investing so many resources in helping associates improve their delegation, collaboration and team management skills.”

Lina Bensman
Partner



Additional Professional Development Opportunities

The L&D team collaborates with departments across the Firm to maintain an extensive library of tools for the Cleary community.



AI Learning Lab

This firmwide programme is designed to build awareness, skills, and confidence around the thoughtful use of generative AI.

Through a series of live and on-demand sessions, attorneys and staff explore



Mental, Physical, and Emotional Well-Being

- Monthlong programming for Mental Health Awareness Month (May)
- Regular Well-Being programming on topics such as Nutrition, Resilience and Burnout, Exploring Boundaries, Managing Change, Healthy Sleep Habits, and Collaboration
- Strategically Well & Strategically Balanced
- Subscription to Headspace, a mindfulness and meditation app
- Well-Being First Responder Training
- Well-Being Resource Library



Hotshot

Everyone at Cleary has access to Hotshot, a video-based eLearning platform offering concise, practical lessons across a wide range of knowledge and skill areas. Hotshot supports ongoing professional growth with content designed to be accessible and relevant to daily practice.



CLEs

Each year, the firm offers **more than 500 CLE programs** on a wide variety of topics. Programs are offered live and generally recorded for later viewing online.



Mentoring

All first-year associates are paired with a mid-level associate in their practice group, or from a similar practice area. Partner mentoring is available to first-year lawyers through formal and informal channels. Mentors provide both professional and personal support to new associates.



Sponsorship Program

Cleary hosts a Sponsorship Program focused on our third- and fourth-year associates. As part of this program, participants meet monthly with their partner Sponsors, participate in one-on-one executive coaching, and focus on key Learning & Development topics through interactive panels and workshops.



Coaching

One-on-one coaching is available to all attorneys at all levels of seniority and is tailored to address individual development goals, such as communication, team management, executive presence, and time management. In addition the Firm offers monthly writing coaching to all lawyers and presentation skills coaching to individuals leading internal trainings and events.



Language Classes

The firm offers weekly **Spanish** and **Portuguese** classes that all lawyers are welcome to attend. Elementary, intermediate, and advanced versions are offered to meet varying learning needs. In addition, one-on-one language tutoring is available as needed.



Cleary's Learning Hub

More than 2,000 eLearning programs (CLE and non-CLE) are available on the firm's online learning platform, the Cleary Learning Hub.



Cleary 101 Training Series

Cleary 101 is an education series for our global legal and professional staff. It is designed to regularly provide our community with more information about the Firm, its economics, operations, talent management and more.

NEW YORK
CITY BAR

NY City Bar Professional Development Workshop Series

Cleary lawyers can participate in the City Bar's Professional Development Workshop series, which offers courses on a variety of different topics each year. Prior topics have included **managing others**, **active career management**, **legal writing**, **resilience**, **ethics**, and **management and leadership**.

PLI PRACTISINGSM
LAW
INSTITUTE

Practising Law Institute (PLI)

Cleary lawyers have free, unlimited access to online educational content, which includes more than **100 live seminars**, PLI live webcasts, groupcasts, one-hour audio briefings, **10,000 hours of on-demand content**, and downloads of audio and video files per year.



clearygottlieb.com

Founded in 1946 by lawyers committed to legal excellence, internationalism, and diversity, Cleary Gottlieb Steen & Hamilton LLP is a leading international law firm with approximately 1,100 lawyers around the world. The firm has 14 closely integrated offices in New York, Washington, D.C., Paris, Brussels, London, Frankfurt, Cologne, Rome, Milan, Hong Kong, São Paulo, Abu Dhabi, Seoul, and the Bay Area.

Under the rules of certain jurisdictions, this may constitute Attorney Advertising. Prior results do not guarantee a similar outcome.

Throughout this brochure, "Cleary Gottlieb", "Cleary" and the "firm" refer to Cleary Gottlieb Steen & Hamilton LLP and its affiliated entities in certain jurisdictions, and the term "offices" includes offices of those affiliated entities.

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