DEVELOPING ITS OWN

Inside Jackson Lewis' Mentoring Model

By Symone C. Skrzycki

At Jackson Lewis P.C., leadership development doesn't begin with a promotion or a new title. It starts earlier, through mentoring, hands-on experience and the freedom for rising talent to test their abilities. *BizVoice*® spoke with two veteran attorneys and a young associate about how Jackson Lewis prepares the next generation of leaders. That commitment also extends beyond the firm through its collaboration with the Indiana Chamber as presenting sponsor of the annual Emerging Leader of the Year award.

"The award criteria mirror exactly what we like to cultivate inside our firm," comments Brian L. McDermott, managing principal of Jackson Lewis' Indianapolis office. "It's a wonderful partnership and sponsoring the Emerging Leader of the Year Forum is a natural extension of our mission, which is investing in the people who will shape Indiana's business future."

Focused exclusively on employment and labor law since 1958, Jackson Lewis' 1,100-plus attorneys across 61 U.S. offices consistently identify and respond to the evolving ways workplace law intersects with business.

The firm's career development programs for associates include LEAD (Lead, Excel, Advance, Deliver) and RISE (Recruit, Integrate, Succeed, Excel). Associates also benefit from mentoring within their local offices. In addition, Jackson Lewis partners with Next Gen Talent, which provides leadership development for early-career HR professionals.

Indianapolis associate Greer Glover joined the firm as a summer associate while attending law school. After graduating in 2024, she started working at the organization full time.

Glover is a participant in the RISE program. "You're assigned a mentor within your office (to connect with) if you have any issues or questions, which reinforces an open-door policy," she maintains.

Additionally, associates can apply to work closely with an experienced attorney outside their immediate office. Among the activities are one-on-one check-ins, career path planning conversations and candid feedback.

"There's a wealth of knowledge," Glover remarks. "Some people might have experience in very nuanced or confusing areas of the law. Or maybe (their expertise is in) areas that aren't as prevalent in your city and you can get an opportunity to work in other industries. That's very helpful."

'You shouldn't wait'

Established in 2026, LEAD is a leadership track for high-performing associates. It emphasizes personalized coaching, skills building, client development and small-group sessions with firm leadership.

Stephanie E. Satterfield, a principal out of the Greenville, South Carolina location, joined the firm in 2007 as an associate. Today, she serves on its board of directors and as a national practice head of the firm's Compliance and Preventive Strategies.

"I tell our associates all the time that leadership is something you can develop at any stage," she stresses. "You shouldn't wait to become a partner or be appointed to a specific position. Leadership shows up as a continuum throughout your professional career."

Satterfield finds fulfillment in mentoring young professionals.

"We are very much an apprenticeship profession," she reflects. "I feel like it's such an honor to be in a position to try to pass along some of what I've learned to our next generation of lawyers. (With mentoring), you have to meet people where they are (and ask yourself), 'How can I understand this person individually and what they need to get to that next step or level – and then how can I help give them some guidance on how to get there?' "

Guidance, trust

McDermott's interest in the legal field parallels his passion for mentoring.

"I got into employment law because I enjoy helping people navigate complex workplace situations, and that same instinct drives how I approach mentoring," he offers. "I want to help newer attorneys find their footing and their voice."

He continues, "It's really a two-way street. That's just one way where I get energy from the fresh perspectives of younger attorneys on our team and they can challenge me to remain current and curious."

Glover appreciates the supportive atmosphere and opportunity to try new things.

"I'm fortunate that the environment that's been created really has allowed me to flourish. Not only am I given tools to succeed from a training perspective, but there's a sense of camaraderie and I know that everybody wants to see me succeed."

"Having the (freedom) to try something and not succeed perfectly every time (also helps build confidence)," she observes. "Too often, we're afraid to try because the outcome might not be perfect. I'm fortunate to have firm leaders and mentors giving someone the tools to succeed but stepping back and letting go of the reins."



"The firm's approach to (cultivating) emerging leaders is intentional and multilayered. We all work together and that's reinforced by outside community partnerships like the Emerging Leaders Summit," says Brian L. McDermott, managing principal of Jackson Lewis' Indianapolis office.

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