

At Haynes Boone, the strands of character, integrity and teamwork are what bring us together and what set us apart in the legal community. These traits have also contributed to our strong and sustainable firm culture for more than 50 years.

As Haynes Boone advances toward our strategic goals in an ever-changing world, it is increasingly important to articulate how leadership has always underpinned our firm culture, and how it will continue to evolve.

We are proud to launch the **HBuilding Leaders** program, which focuses on people leadership (inclusion, self-awareness and team dynamics), practice leadership (leading the firm, innovating with practices and understanding our clients' businesses) and community leadership (in the various ways that are important to our constituencies and displaying strong character) to help meet the firm's strategic goals.

Building on our foundations of continuous leadership, the **HBuilding Leaders** curriculum is the scaffolding supporting the goals of winning the battle for the most talented lawyers and professional staff; being a market leader in diversity, equity and inclusion; and engaging deeply in our communities.

Key components of the **HBuilding Leaders** curriculum, developed in partnership with the Santa Clara University School of Law Institute for Lawyer Leadership Education, are:

- The 5 principles of exemplary leadership from *The Leadership Challenge*;
- Supporting all of our people to grow with planning tools and accountability strategies;
- Individual preference assessments to support self-awareness, empathy and managing others;
- Highlighting our existing culture of leadership and spotlighting alumni, clients, community partners and internal leaders.



HBuilding Leaders takes a comprehensive approach, offering multimodal training at all levels – from brand new associates to the top echelons of firm management. The first phase of the program, launched in October 2022, includes live, interactive training blocks at each of our four milestone development programs at crucial career inflection points, as well as firmwide virtual seminars and asynchronous touchpoints by cohort. Further phases are coming soon.



We are excited to launch this innovative program focused on the habits and characteristics of leadership as a foundational element of attorney development. Our goal is to provide all of our attorneys with this skillset in ways that will, in turn, allow for future growth in our firm and in our communities.



– Taylor Wilson, Managing Partner