

Maria M. Anderson

DIRECTOR OF LEGAL TALENT MANAGEMENT

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CONNECT

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Overview

Maria Anderson oversees attracting, hiring, training, evaluating, and promoting legal talent in all office locations and manages a professional staff of four to ensure a consistent recruitment and talent development process. She is charged with effectively linking the firm's attorney recruitment, talent development, diversity, and retention efforts to overall firm strategic goals and objectives.

A key component to Maria's role is to be aware of recruiting and hiring emerging trends and best practices to ensure the firm is effective in recruiting and retaining world-class lawyers for the benefit of our clients. She is responsible for managing firmwide summer associate and lateral attorney recruitment including devising search strategies, managing relationships with legal search firms and law schools, pre-screening resumes and overseeing the coordination of interviews and offers. She collaborates with and supports shareholders engaged in the lateral recruitment process to develop and implement strategic approaches. Maria oversees all attorney orientation and integration processes.

In addition to recruiting activities, she oversees all aspects of training and development for the firm's legal talent. This includes developing numerous training and continuing legal education courses offered in-house. She also is responsible for the associate review and compensation process as well as the firm's annual shareholder selection process. Maria oversees the firm's associate mentor programs and targeted associate coaching.

Credentials

Education

- University of Michigan (B.A., 2006)