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# Leveraging Online Learning to Retain In-House Legal Talent

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Troutman Pepper Chief Legal Talent Officer Sona Spencer is interviewed in the *Legal Dive* article, “Leveraging Online Learning to Retain In-House Legal Talent.” In the interview, Sona discusses the challenge for firms to create an environment in which legal talent doesn’t want to move and the creation of Troutman Pepper YOUNiversity, a portal centralizing the firm’s resources for sharing best practices, earning professional development credit, and evaluating performance so associates have a link between their career aspirations and the means to achieve them.

“It’s much easier for someone to make the decision to change jobs when they don’t feel connected, so how do you use technology to create connections?” Troutman Pepper Chief Legal Talent Officer Sona Spencer told *Legal Dive*.

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[Troutman Pepper YOUNiversity is] “an opportunity for us to bring information together in a way that allows someone to say, ‘This is the path I want to take,’” Spencer said. “Having information centralized makes it easy for people to align their feedback, training and development.”

[Read full interview](#)