

Winston & Strawn Expands Talent Team with Three Strategic New Hires

SEPTEMBER 20, 2017

NEW YORK – Winston & Strawn LLP is pleased to announce the addition of three directors to the firm's Talent Department. Diane Costigan, Sylvia James, and Julia Mercier will support Chief Talent Officer Sue Manch, who joined Winston in May 2017.

In the newly created role of Director of Coaching, Diane will support the implementation of Winston's holistic talent development strategy and the cultivation of a coaching culture at the firm. This role is groundbreaking and will help the firm individualize its development approach for attorneys at all levels and professional staff. Diane is a highly sought after career and performance coach with over 22 years of experience in the field. Her joining further solidifies Winston's commitment to assembling a team that is among the best in the legal industry.

As Director of Diversity & Inclusion, Sylvia will develop and execute Winston's significant investment in its female and minority workforce through industry-leading initiatives. Sylvia is considered one of the "Deans" of the diversity and inclusion profession and is known as a leader and innovator who gets results. She is an attorney and joins Winston from another international firm, where she served as Diversity Counsel for more than 10 years. Sylvia will help Winston achieve its ambitious diversity and inclusion goals.

Julia joins as Director of Learning & Development and will oversee all aspects of the firm's formal and informal training and development initiatives for attorneys and professional staff to align with the unique needs of each practice and client team. As an attorney, Certified Coach, and professional trainer, Julia will take Winston's learning and development efforts to a new level, aligning development strategy with the firm's business strategy. She joins Winston from another large law firm, where she was Director of Learning and Development, U.S. and Canada.

"Winston's strong commitment to supporting the professional development of attorneys and staff through the creation of a holistic talent management strategy is exemplified by these wonderful hires. Under Sue's leadership, this team will continue to elevate Winston's game in growing, retaining, and developing talent," said Winston Chair Tom Fitzgerald.

"I'm thrilled to have Diane, Sylvia, and Julia—three seasoned and passionate leaders—join the Talent Department at Winston. I look forward to working together to develop firm talent, from designing coaching programs for critical points in the attorney development cycle, to furthering women and diverse attorneys' advancement and inclusion, to creating a comprehensive legal and professional skills curricula," said Sue Manch.

Related Locations

- Brussels
- Charlotte
- Chicago
- Dallas
- Houston
- London
- Los Angeles
- New York
- Paris
- San Francisco
- Shanghai
- Silicon Valley
- Washington, DC

Related Regions

- North America
- Asia
- Europe
- Middle East & Africa

Related Professionals



Diane Costigan



Sylvia James



Thomas P. Fitzgerald

