

New Associates Mix Work and Fun at Annual Orientation

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A new crop of smart and spirited associates has officially joined the Winston team from law schools and clerkships across the country. After a week-long orientation that was part bonding and part training, our 2015 associate class donned their Winston caps, posed for one last group photo, and set off for their careers at the firm.

Winston's annual firmwide New Associate Orientation kicked off on September 28 with a warm welcome by Managing Partner [Tom Fitzgerald](#) that featured a candid discussion of the current state of the firm and where it's headed. Building on this transparent overview of the firm's business, Chief Operating Officer [Scot Farrell](#) explained how Winston functions and its strategy for continued profitability.

This year's orientation was extended from three days to five and provided enhanced substantive legal skills training for litigation and transactional associates, including the addition of a "Basics of the Deal" program. All associates were once again treated to Ross Guberman's popular "Start Off Strong" presentation offering a practical explanation of the simple things young attorneys can do to strengthen their legal writing skills.

In addition to providing an overview of Winston's business and legal practices, the expanded format included teambuilding exercises aimed at introducing associates to some of the firm's talent development practices. The "Marshmallow Challenge" featured lessons in resiliency as the associates learned methods for adjusting their approach in different situations.

Orientation week ended with a relaxed graduation ceremony where associates were presented with "I Survived" certificates along with a commitment to continue supporting their professional development at the firm.



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