

New Associate Orientation Emphasizes Collaboration, Communication, and Culture

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The members of Winston's 2018 global incoming associate class came together in the Chicago office this week for Jumpstart Orientation, as part of Winston University. This program included a mix of networking activities and professional skills training programs designed to help associates as they embark on their first year with confidence.

In the weeks leading up to Jumpstart, participants used the Guidebook mobile app to connect with each other before and during orientation, and to provide helpful information such as "Wellness Tips" from Director of Coaching [Diane Costigan](#).

Jumpstart kicked off on Monday, September 24 with a warm welcome from Firm Chairman [Tom Fitzgerald](#), who encouraged our new associates to focus their time on learning and development, and stressed the importance of relationship building and hard work throughout their careers.

Jumpstart programs provided an introduction to the "nuts and bolts" of working at Winston, client service, the firm's culture, social media interactions, and a corporate social responsibility activity to benefit Lurie's Children's Hospital and Boys & Girls Clubs and Girl Scouts.

Renowned legal writing instructor Ross Guberman's "Effective Legal Writing" program gave attendees techniques for writing clearly, concisely, and persuasively.

During Wednesday's "We-Innovate Team Challenge," associates collaborated in small groups to develop cutting-edge ideas for more innovation at Winston and pitch them to a "Future Vision Committee." This fun and experiential activity gave the associates an opportunity to get on their feet while leveraging skills learned during orientation.

Director of Coaching Diane Costigan led a training session on "Using Personality to Propel You Forward" that placed class members in various groups based on their Meyers Briggs Type Indicator (MBTI) dichotomies. Another highlight of orientation was the "Cybersecurity Awareness and Best Practices" program presented by Director of Information Risk Management, John Hollyoak.

Winston created Snapchat filters for orientation attendees to upload their snap stories throughout the week using hashtags such as #ChooseWinston #WinstonUniversity.

Jumpstart concluded with a commitment by the firm to continue providing professional and personal development support as our new associates embark on their legal careers. Visit the [Learning & Development](#) page to learn more about our Winston University programs.



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