WINSTON & STRAWN LLP

BLOG

Orientation for Newly Elevated Partners Sets Foundation for Success

DECEMBER 13, 2018

The firm's newly elected partners, together with those attorneys who recently joined the partner ranks from outside Winston and those promoted to local partner outside the United States, attended Newly Elevated Partner Orientation on December 11. This program is a key component of Winston University, which provides world-class training at every career stage.

The one-day program addressed the importance of leadership, mentorship, and relationships for newly elevated partners as they move forward in their careers at the firm. It also provided them with a strong foundation in business development and law firm operations that they will be able to build on through additional trainings planned for the coming year.

The 21 attendees enjoyed the opportunity to meet and get to know each other at a dinner at RPM Steak the evening before the program, and were welcomed by Chairman **Tom Fitzgerald** when they gathered in the Chicago office the following morning. Partner **Bill O'Neil** kicked things off with a session titled "What Does It Mean to Be a Winston Partner" meant to inspire attendees to think about the "why" in their vision for career success.

Director of Coaching **Diane Costigan** led a "Best Practices for Partners" panel that gave attendees the opportunity to hear from recently elevated partners **Carrie Hardman**, **Sam Lerner**, **Christina Roupas**, and **Susannah Torpey** about their experiences and lessons learned. Managing Director of Marketing **Anne Heathcock** highlighted tools and resources to help new partners begin formulating their business development action plans, including a five-step checklist for their first 60 days that laid the groundwork for future business plan programs scheduled for early 2019.

Attendees took a break from programming to join the firm's Executive Committee members and 2018 lateral partner hires for lunch, then reconvened for afternoon sessions that focused on the practical aspects of being a successful law firm partner. This included presentations on "Firm Financials" led by Chief Financial Officer **David McDonald**, "Compensation and Fee Credit System" by Firm Vice Chairman **Michael Elkin** and Partner **Laura Petroff**, "Winston by the Numbers" by Chief Operating Officer **Scot Farrell**, and "Risk Management" by Assistant General Counsels **Jean Cleveland** and **Alicia Duncan**.

The day concluded with the firm's annual holiday party at the Drake Hotel, where our new partners had an opportunity to socialize with their fellow partners, members of Winston leadership, clients, and friends of the firm.

2 Min Read

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