



## New Partner Orientation Inspires Vision, Provides Tools for Career Success

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Our newly elected and recently hired lateral partners from across the firm came together February 12-13 in Chicago for New Partner Orientation (NPO), a key component of our Winston University model that provides world-class training at every career stage.

The two-day program addressed the opportunities and responsibilities that new partners face, including business and professional development, client service, management, and leadership. It also provided the 20 attendees with practical knowledge, resources, and firm contacts to help position them for success as they move forward in their career at the firm.

Chairman [Tom Fitzgerald](#) welcomed attendees to kick-off the first day, and Partner Bill O'Neil began the formal programming with a presentation titled "What Does It Mean to Be a Partner," meant to inspire attendees to think about the "why" in their vision for career success. Director of Learning & Development built on this message with a Leadership Lab training module and case study focused on developing personal leadership competencies in alignment with firm strategy.



Afternoon programming on the first day aimed to help attendees (pictured above) convert their vision and leadership skills into action. Susan Duncan of Rainmaker Oasis presented “Making Business Development Strategic and Impactful for New Partners.” Director of Coaching [Diane Costigan](#) introduced the firm’s 12-month business development group coaching program for newly elevated partners, followed by an overview of competitive intelligence and marketing communications resources available through the firm’s Business Development Department. Programming for the first day concluded with a “Best Practices for New Partners” panel featuring members of Winston’s 2017 new partner class and moderated by Partner [Billie Ellis](#).

Day Two of New Partner Orientation began with a panel discussion on “Proactive Client Engagement” moderated by Managing Director of Marketing [Anne Heathcock](#). Director of Diversity & Inclusion [Sylvia James](#) and Partner and Women’s Leadership Initiative Chair [Paula Hinton](#) provided attendees with an overview of the firm’s goals and priorities for diversity and inclusion, followed by a panel titled “Fulfilling Your Partnership Potential: Inside and Outside the Firm,” moderated by Partner [Eva Davis](#). The remainder of the programming focused on the practical aspects of being a successful law firm partner, and a session on law firm financials led by Chief Financial Officer [David McDonald](#).

The first day of orientation concluded with an evening cocktail reception where the new partners had an opportunity to socialize with members of the firm’s Executive Committee as well as with the program’s presenters and organizers.

2 Min Read

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