BLOG

Talent Team Launches Reimagined Mentoring Program

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Winston was excited to introduce a fresh take on associate mentoring to the 278 mentee/mentor pairs participating in the firm's 2018-2019 program. Our reimagined Mentoring Program starts all mentor-mentee pairs on the same path with the flexibility to meet their own unique interests, needs, and goals.

Throughout the month of February, members of our talent team led a mentoring workshop in each U.S. office for all mentee/mentor pairs. Attendees received an overview of the mentoring program, which is focused on career development, integration, and attorney experience at the firm, as well as tips for success.

Winston's Chief Talent Officer led the workshops in Charlotte, Chicago, Houston, and Washington, D.C.; Director of Learning & Development Julia Mercier led the workshop in New York; and Director of Coaching Diane Costigan led the workshops in Los Angeles, San Francisco, and Silicon Valley. The members of Winston's Attorney Recruiting & Development Department provide support and guidance as an additional resource throughout the program.

Winston established its formal mentoring program with two primary goals: 1) to create connections between experienced and more junior attorneys to facilitate information sharing, and 2) to ensure that associates have access to a more experienced attorney's advice and guidance as they chart a path to success at the firm. All first- through third-year and lateral associates in their first year at the firm are paired with a mentor. Associates fourth year and up can participate as either a mentee or mentor.

At the end of year, mentees will have the opportunity to recognize exceptional mentors who went above and beyond in providing them with support and practice assistance.

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