

PROFESSIONAL DEVELOPMENT & COACHING

Support for Every Stage of Your Career

Winston's best-in-class training programs and resources are designed to support you as you advance through your career. When you join Winston, you join a firm dedicated to your long-term growth and success.

WINSTON UNIVERSITY

Winston University delivers practice-specific courses and holistic training programs—available live and on-demand—to help you develop the core competencies needed at every stage of your career:

- ▶ Winston Jumpstart Program: Years 1–2
- ▶ Winston Mid-Level Program: Years 3–5
- ▶ Winston Senior Program: Years 6+

All new associates begin with our **Jumpstart Orientation** program, which covers professional skills such as networking and assertive communications. First- and second-year associates then attend either a Litigation or Transactions **Jumpstart** series of trainings, which cover practice-specific content and legal skills.

Winston University also helps both transactions and litigation associates develop business acumen and learn about legal trends.

MENTORING PROGRAM

The firm's formal mentoring program is an essential component of the firm's core curriculum and all first through third-year associates receive a mentor. Mid-level and senior associates can choose to participate in the program as mentors and/or mentees.

The program is designed to help you create valuable connections with more senior attorneys and gain the skills, knowledge, and experiences to advance your career and success.

“ We have the best professional development people in the business. The lengths Winston is willing to go to ensure your success as a lawyer are unmatched. ”

CHRIS PARKER, LITIGATION ASSOCIATE

CAREER DEVELOPMENT ADVISING

Winston's Litigation and Transactions Departments have a dedicated Career Development Advisor who meets regularly with associates from the time they join the firm through their first few years of partnership. Career Development Advising helps you develop into a well-rounded attorney and business advisor with a thriving and rewarding career.

ONE-ON-ONE COACHING

All Winston & Strawn attorneys have access to one-on-one coaching. Our director of coaching and well-being works with attorneys, on a case-by-case basis, to help them create personalized career plans, expand their business skills, and develop greater emotional and physical resilience.




CAREER & BUSINESS COACHING

- Business development
- Leadership
- Executive presence
- Effective communication
- Time management
- Career planning and strategy

WELL-BEING COACHING

- Work-life management
- Stress reduction
- Meaningful relationships
- Sleep and self-care
- Exercise
- Nutrition

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“Winston's professional development and coaching staff do a wonderful job making you feel supported as a member of the firm and a new lawyer entering the profession.”

ROBBY LUCAS, TRANSACTIONS ASSOCIATE

CAREER TRANSITION SUPPORT

All of our people—whether they remain at Winston or go on to other distinguished careers—are part of the Winston family. We support attorneys who choose to pursue in-house roles, government positions, clerkships, or other career paths. We help attorneys identify external opportunities, update their résumés, and prepare for interviews. We also provide career, wellness, and new position integration coaching and a transition toolkit. Winston's alumni program offers access to professional development and community service opportunities, and to social events.

NOTABLE WINSTON ALUMS

- **Thomas Kirsch** – Judge, United States Court of Appeals for the 7th Circuit
- **Julissa Reynoso Pantaleón** – U.S. ambassador to the Kingdom of Spain and the Principality of Andorra
- **Kathy Vidal** – Under Secretary of Commerce for Intellectual Property and Director of the U.S. Patent and Trademark Office