

# Media Mention: Law360 Features Article Written by Melissa Forshey Schwind

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## **Nothing beats hands-on experience.**

Sometimes, that's easier said than done, especially during a pandemic. COVID-19 has altered how law firms operate, with many choosing to let their attorneys and staff work remotely. But it's summer associate season, so "how does a law firm convey the unique value of its culture to someone who isn't sitting in the office?"

It's a question that Melissa Forshey Schwind, Ward and Smith's Director of Attorney Recruiting, Professional Development, and Diversity and Inclusion, recently answered. She co-authored an article for *Law360* with Jaron Luttich, Element Standard co-founder, and William Kenny, an Element Standard law student intern.

"Remote Law Firm Culture Should Prioritize Associate Training" addresses the importance of concrete training. Here's an excerpt:

Learning is real. Learned things are transferable. The act of providing training shows value.

A focus on training shows that a firm has a culture of continual learning. It demonstrates a culture of caring for the success of its newest employees and one of efficiency that recognizes law school courses cover only a fraction of what's necessary.

Perhaps most notably, it shows all of these while conveying a future-oriented culture of security.

As part of its coronavirus coverage, *Law360* is providing free access to some of its full articles. You can read the entire "Remote Law Firm Culture Should Prioritize Associate Training" article right now online.