

## New Haynes and Boone Associates Return to School for HayBoo U

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October 17, 2018 Timothy Powers

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Haynes Boone welcomed 29 new associates to the firm this month during a comprehensive training and orientation program known as HayBoo U.

The associates, most of whom are just beginning their legal careers, attended the three-and-a-half-day orientation in Dallas before taking on their first work assignments at Haynes Boone offices around the nation.

HayBoo U is designed to jump-start new associates' careers. The program introduces the lawyers to the firm and its resources, with a special emphasis on skills needed in the day-to-day practice of law.

“The transition from law student/clerk to practicing attorney is an exciting milestone that should be celebrated, but it can also be daunting,” said Manager of Attorney Development Jennifer Little. “The focus of HayBoo U is on ensuring that the new associate class is practice-ready and will hit the ground running from their first day by providing them supportive resources and introducing essential tools for success.”

HayBoo U, which is in session each fall, helps integrate new members by introducing them to their colleagues, as well as firm policies, practices and expectations. The program packs a full agenda that includes remarks from leaders like Managing Partner [Tim Powers](#), who encouraged last week's class to: have a thirst for knowledge; be a sponge and soak up all the information they can; be thankful and grateful for the opportunity to be part of a great firm; and stay humble.

Powers stressed humility as a virtue at Haynes Boone: “Be nice to everyone – and I mean everyone,” Powers said. “I know that you all know we have a culture of mutual respect and that each member of the team has an important role to fill. Respect them for that. Each of them is your teammate, and you're a part of the team. And remember, you need to earn their trust.”

Last week's class also learned about another Haynes Boone virtue – its commitment to recruiting a diverse spectrum of lawyers and staff. The associates attended an integration dinner sponsored by the firm's Attorney Diversity and Inclusion Committee and Women's Initiative. Also, Director of Diversity and Inclusion Jennifer Reddien explained why this is such an important aspect of the firm.

“It is crucial that our new attorneys recognize the importance of diversity and inclusion early in their careers. Having a diverse team is not only the right thing to do, but it is becoming an imperative throughout the legal profession,” Reddien said. “We would like our new attorneys to understand not only why diversity and inclusion is necessary, but also know how to be a champion of diversity and inclusion.”