

Lauren Symington Joins Hinshaw as Chief Talent Officer

New Leadership Role Aimed at Strategic Recruitment, Development, and Retention

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Hinshaw & Culbertson LLP is pleased to announce that Lauren Symington has joined the firm as Chief Talent Officer, a newly created leadership position that builds on the firm's continued investment in strategic growth, attorney recruitment, professional development, and long-term talent retention.

Formerly the Senior Director of Legal Development, Integration & Technology Training at Womble Bond Dickinson, Lauren brings extensive experience leading attorney recruitment, development, and talent retention initiatives at several national law firms. The creation of the position represents an important milestone in the firm's evolution as it continues to expand its national footprint and strengthen its position as an employer of choice for top legal talent nationwide.

"Our continued strategic expansion depends on attracting, developing, and retaining exceptional legal practitioners who share our commitment to the highest level of client service, and our collaborative culture," said Tracy Elmlad, Hinshaw's Chief Operating Officer. "Creating this new position demonstrates our long-term commitment to investing in our people and building the infrastructure necessary to support the firm's ongoing strategic growth. Lauren brings diverse and significant experience in legal talent management. She will help shape the next chapter in Hinshaw's strategic expansion."

As Chief Talent Officer, Lauren will work closely with the firm's leadership to develop nationwide strategies for talent recruitment across key geographic markets and practice areas, while also enhancing initiatives focused on lateral integration, professional and associate development, mentorship, and attorney engagement.

Lauren has built a reputation for developing successful recruiting strategies, implementing innovative policies, designing impactful professional development programs, and streamlining recruitment and talent management processes that improve attorney and firm performance.

“What drew me to Hinshaw was the combination of its strong platform and clear focus on strategic growth,” she said. “Paired with the opportunity to take a more thoughtful, forward-looking approach to recruiting, it is a unique position to help build the teams needed for the firm’s next phase. I look forward to working with firm leadership to continue developing a strategic talent function that supports recruitment, successful integration, and long-term retention of laterals, as well as the development of attorneys at all stages of their careers.”

Prior to Womble Bond Dickinson, Lauren held talent and recruitment positions at several firms, including Lewis Roca, Procopio, Cory, Hargraves & Savitch, and Paul Hastings. A former practicing attorney, she received a BA from San Diego State University and a JD from California Western School of Law.

Hinshaw has experienced historic record growth over the past three years, with large attorney groups joining in multiple Hinshaw offices nationwide, as well as the addition of new executive leadership roles, including Belinda Garrett, Chief Human Resources Officer, and Rose Lowther, Director of Risk Management, in March.

Hinshaw & Culbertson LLP is a U.S.-based law firm with offices nationwide. The firm’s national reputation spans the insurance industry, the financial services sector, professional services, and other highly regulated industries. Hinshaw provides holistic legal solutions—from litigation and dispute resolution, and business advisory and transactional services, to regulatory compliance—for clients of all sizes. Visit www.hinshawlaw.com for more information and follow @Hinshaw on LinkedIn and X.

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Lauren I. Symington

Chief Talent Officer

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