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## Fun Is Not Illegal: Why Building Law Firm Culture Is a Winning Strategy

Katie Langer · Tuesday, November 18th, 2025

In this lively and insightful episode, *The Mostly Legal Podcast* welcomes Jessica VanTroost, Chief Strategy and Operations Officer at McGlinchey Stafford, for a conversation that proves running a law firm doesn't have to be all spreadsheets and billable hours.

Jessica takes listeners through her unconventional journey into legal management—from college jobs and chance encounters to becoming a visionary leader known for her creativity, inclusion, and contagious enthusiasm. She shares how McGlinchey's unique "Ministry of Fun" keeps 18 offices connected, celebrates individuality, and builds belonging. From celebrating National Pickle Day to the firm's annual "Snack Bracket," Jessica explains how fun and culture go hand in hand with strategy and operational excellence.

Jessica, Amanda, and Rob dive into leadership lessons, post-pandemic workplace evolution, and the power of community within and beyond the firm. Jessica also discusses her innovative plans for legal support, her passion for developing future leaders, and her beloved Jacksonville ALA chapter's creative approach to engagement because, as she says, "fun is not illegal."

Whether you're a law firm leader, an aspiring legal administrator, or someone who just loves a good story, this episode will leave you inspired, laughing, and ready to bring a little more joy into your own workplace.

## About the Guest

Jessica VanTroost is a versatile, behind-the-scenes leader with 19 years of experience in legal administration, spanning recruiting, operations, HR, and special projects. She plays an integral role

in McGlinchey Stafford's administrative and operational teams, collaborating across departments and offices to optimize programs and support people in their daily work and careers. A longtime member of the Association of Legal Administrators (ALA), Jessica has served in numerous leadership roles at both the International and local chapter levels and is currently serving as a Director on the ALA International Board of Directors. In November 2025, she was named the ALA's 2026-2027 President-Elect.

At McGlinchey, Jessica co-founded the “Ministry of Fun,” an employee engagement initiative designed to strengthen connections across offices and job functions. Through creative programs like book clubs, trivia contests, fitness challenges, and fantasy sports leagues, she helps foster a culture of collaboration, inclusion, and community. Beyond her internal leadership, Jessica is recognized for her empathy and adaptability in times of uncertainty. Drawing on her experience managing through unexpected leadership transitions, natural disasters, and the challenges of COVID-19, she speaks nationally on guiding teams through grief, resilience, and organizational change.

## Episode Resources

[Jessica on LinkedIn](#)

[McGlinchey Stafford](#)

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