

Leadership Development

Law firms that prioritize leadership and talent development earn back their investments with interest. Firms can and do separate themselves from the pack by creating a culture that prioritizes strong leadership. We focus on optimizing the performance of firm leaders, including practice group heads and others through assessments, feedback, training, and coaching.

Our consultants have stood in our clients' shoes as partners and leaders in global law firms. We understand the significant challenges that our clients face, having faced similar ones. We don't rely on or conduct "one-size-fits-all" training programs; instead, we work with partners and practice leaders to identify clear business goals, then leverage the best tools and bespoke plans to achieve those goals.

Our Approach

Market-leading law firms need strong leadership at all levels, from the executive committee to practice groups and professional teams. Even highly successful partners do not turn into leaders overnight. Building and servicing a robust practice, collaborating with clients, and managing early and mid-career colleagues is one stage of a partner's career. As they progress, partners should also grow their leadership capacity to the point where they can serve colleagues in firmwide roles.

Although leading high-performing peers in professional services firms presents unique challenges, we help lawyers cultivate their ability to lead colleagues. A firm's investment in its partners ensures that they are ready to contribute to important firmwide efforts, including lateral recruiting, strategic planning, compensation, diversity/inclusion, and succession planning. Our clients go on to make significant contributions to firm management on leadership committees, such as management committees and compensation committees.

Services are tailored to specific circumstances and may include:

- Career management
- Formal assessments
- One-on-one coaching
- Succession planning
- Team leadership
- Upward 360 degree reviews and feedback

Relevant Experience

- Partner at AmLaw Five firm
- For a leading Washington, D.C.-based global public affairs firm, built and managed human resources, legal, and business development teams
- Certified executive coach