

Excellence in Law Firm Leadership

June 5, 2019 ■ The Pyramid Club ■ Philadelphia

8:00 a.m. Continental Breakfast

8:30 a.m. **New Leadership Requirements in a Rapidly Changing Marketplace**

- Identifying strategic opportunities in the current market
- Proactively managing all elements of the business model
- Achieving a client-centric operating mode
- Differentiation: Clarifying your competitive profile
- Dealing with disruptors: Commoditization; technology, new competitors
- Setting long-term goals for an innovative, collaborative and sustainable firm

Law firms are facing an array of new challenges and opportunities. Every aspect of the traditional business model — client value propositions, profitability, human and technology resources and service delivery models — is affected, and the pace of change is accelerating. This session will identify the most important areas of transition and set forth how to lead your firm's transformation to a new, more competitive business model.

10:30 a.m. Break

10:45 a.m. **Overcapacity: A Critical Leadership Challenge**

- Assessing the costs of overcapacity in your firm
- Considering the role of non-equity partners
- Rebalancing your workforce in the short term
- Becoming a more flexible law firm in the intermediate term

One of the consequences of the changing legal market is overcapacity: too many lawyers or not enough work. Law firms — faced with commoditization of some practices and new levels of competition — are grappling with balancing demand volatility for their services with their capacity. This session will discuss how to lead your firm toward a more agile and effective model of people, practices and technology.

12:15 p.m. Luncheon

“Superb practical advice and suggestions for Managing Partners.”

— Altman Weil Seminar Attendee

“Provides a framework for action.”

— Altman Weil Seminar Attendee

“An opportunity to extract myself from the daily routine to take a strategic look at the MP function.”

— Altman Weil Seminar Attendee

“Realistic, concrete proposals to address serious challenges faced by all firms in this economic climate.”

— Altman Weil Seminar Attendee

“I especially enjoyed hearing from other Managing Partners.”

— Altman Weil Seminar Attendee

1:15 p.m. Partner Compensation Challenges 2019

- Best practices: Making consistent, high-quality decisions
- Effective communication: Aligning expectations, performance & compensation
- External competitiveness: Managing market forces
- Adding accountability for practice profitability
- Integrating individual performance with a one-firm ethos
- Recognizing qualitative contributions in a metric-driven world

What's the role of compensation in partner performance management? How are practice profitability initiatives rolled into compensation decisions? How do you balance objective and subjective compensation factors? How do you manage internal fairness and market risk in your compensation decisions - dealing with market realities while maintaining your compensation principles? This session will address the foundational elements necessary to improve compensation committee performance and make highly-effective compensation decisions.

2:45 p.m. Break

3:00 p.m. Managing and Leading a Law Firm: The Essential Skill Set

- Leading change in a time of rapid and unprecedented transition
- Maintaining a strategic perspective
- Setting priorities and achieving them
- Meeting the unique leadership challenges of law firms
- Increasing accountability — top to bottom

Leading a law firm has become increasingly complex and challenging over the last decade; and in the last few years, the pace of change and scope of that challenge have increased exponentially. This module is designed to give both new and experienced law firm leaders a concise overview of how to set the right priorities, operate consistently at a strategic level and effectively achieve key goals.

4:30 p.m. End of Program

JOIN US AT THIS EXCLUSIVE EVENT...

Altman Weil Leadership Seminar, *Excellence in Law Firm Leadership* is an exclusive event limited to 20 attendees. Reserve your place today by calling (610) 886-2008 or emailing seminars@altmanweil.com.

Altman Weil Faculty

Thomas S. Clay

Thomas S. Clay is a principal of Altman Weil, Inc. He has over 30 years experience consulting with law firms on strategic planning, management, compensation, mergers and acquisitions and practice development strategies.

Prior to joining Altman Weil, Mr. Clay was Vice President and General Manager of a venture capital company that specialized in the provision of consulting services and financing arrangements to entrepreneurial operations. He has a Masters in Business Administration from Georgia State University.

James D. Cotterman

James D. Cotterman is a principal of Altman Weil, Inc. He advises law firm clients on economic issues, mergers & acquisitions, compensation systems, governance and management. He is the lead author of the ABA's monograph, *Compensation Plans for Law Firms*, and the author of *Cotterman on Compensation*, a blog on lawyer compensation and law firm finance.

Before joining Altman Weil, Mr. Cotterman was manager of acquisitions for a public company in the health care industry where he developed, evaluated, negotiated and integrated merger opportunities. He has a MBA in Accounting and is a licensed Certified Public Accountant.

Additional Conference Information

Location

The Pyramid Club is a private business club on the 52nd Floor of the BNY Mellon Center located at 1735 Market Street in Center City Philadelphia. If you need assistance in locating a hotel in the area, please contact Altman Weil at (610) 886-2008.

Program Materials

Each participant will receive one comprehensive set of materials.

Cancellation Policy

Registrants who cancel on or before May 22, 2019 will receive a full refund. Registrants who cancel from May 23, 2019-May 29, 2019 will receive a full credit applicable to a comparable Altman Weil Leadership Seminar. Cancellations made after May 29, 2019 will be subject to a \$200 administrative fee, with the remaining balance credited toward another Altman Weil Leadership Seminar. Substitutions may be made at any time.

To Register

Complete the registration form on the back of this brochure, call 610-886-2000 or email seminars@altmanweil.com.

“Extremely professional and well-organized faculty presenters. Great bang for the buck!”

— Altman Weil Seminar Attendee

“Eye-opening!”

— Altman Weil Seminar Attendee

“One of the best seminars I’ve ever attended.”

— Altman Weil Seminar Attendee

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Yes, please reserve my place at Altman Weil's Excellence in Law Firm Leadership.

I understand the registration fee, including full day seminar, program materials, continental breakfast and luncheon, is \$2,495 for the first registrant from a firm and \$2,195 for each additional registrant from the same firm — a \$300 discount.

First registrant _____

Title _____

Second registrant _____

Title _____

Firm _____

Address _____

City, State, Zip _____

Phone _____

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