

Excellence in Law Firm Leadership

November 2, 2017 ■ The Metropolitan Club ■ Chicago

8:00 a.m. Continental Breakfast

8:30 a.m. New Leadership Roles 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

Law firms are facing an array of new challenges. Every element of the traditional business model — pricing, staffing and service delivery — is affected, and the pace of change is accelerating. This session will identify the most important areas of transition and set forth how to manage your firm's evolution 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
- Getting and using objective data on work volume
- Rebalancing your workforce in the short term
- Becoming a more adaptive law firm

One of the consequences of the changing legal market is overcapacity: too many lawyers and not enough work. Law firms — faced with essentially flat or declining demand, commoditization of some practices, and new levels of competition — are grappling with the financial drag of some lawyers who just aren't busy enough. 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. Compensation Decision Making 2017

- Best practices: Making consistent, high-quality decisions
- Recognizing profitability contributions in pay
- Compensating laterals and non-equity partners
- Designing comp alternatives for retiring partners
- Maintaining the right balance of objective and subjective metrics

What’s the impact of valuing profitability along with productivity in compensation decisions? How should you structure your compensation program to attract and retain high-quality lawyers and hold all partners accountable for their performance? Have you found the right balance of internal consistency and external competitiveness? This session will address the foundational elements necessary to make highly-effective compensation decisions that are aligned with your law firm’s strategic goals.

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

Plus... BONUS SESSION: November 16, 2017, 1:00-2:00 PM Eastern

Join us for a conference call two weeks after the seminar concludes. Our presenters will recap the program’s top takeaways to help you consolidate your learning and begin to implement new strategies in your law firm.

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 Metropolitan Club is a private business club on the 66th and 67th floors of the Willis Tower located at 233 South Wacker Drive in the heart of Chicago's Loop. 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 October 19, 2017 will receive a full refund. Registrants who cancel from October 20, 2017-October 26, 2017 will receive a full credit applicable to a comparable Altman Weil Leadership Seminar. Cancellations made after October 26, 2017 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.

JOIN US AT THIS EXCLUSIVE EVENT...

Excellence in Law Firm Leadership is an exclusive event limited to 20 attendees. Reserve your place today - the program does sell out!

"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 _____

Email _____

Please make checks payable (in US dollars only) to Altman Weil, Inc. and return with this form to: Altman Weil Seminars, 3748 West Chester Pike, Suite 203, Newtown Square, PA 19073.

Firms outside the US: Contact us to wire your payment.

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