



SEPTEMBER 14–15, 2012

# Partner Compensation Workshop: Smart Practices and Costly Mistakes

LIMITED ENROLLMENT, REGISTER EARLY!

## LEARN HOW TO:

- » Find the right compensation structure for your firm as economic and competitive conditions change
- » Select the right compensation drivers and processes to align with your firm's talent-management strategy
- » Manage partner expectations and perceptions during difficult times

GEORGETOWN LAW  
EXECUTIVE EDUCATION



## AGENDA

### FRIDAY

#### September 14

- » **CASE STUDY:** Compensation decision making in law firms
- » Lecture and discussion of compensation principles
- » Discussion of options for structuring compensation systems: pros and cons
- » **CASE STUDY:** Designing the right compensation system

### SATURDAY

#### September 15

- » Managing expectations of partners
- » Giving feedback and dealing with underperformers
- » Managing difficult compensation issues during an economic downturn
- » **CASE STUDY:** Transforming a law firm's compensation structure
- » Addressing the challenge of execution

## Why Attend?

With lateral hiring in full throttle and stress of the economic downturn pressuring profitability, it is more important than ever before to ensure that your law firm has the right compensation structure.

In this **Partner Compensation Workshop**, participants will learn to structure a system that is:

- » Viewed as fair by the partnership
- » Aligned with the firm's strategic goals
- » Consistent with the firm's culture
- » Grounded in economic reality

This workshop will go beyond the basics of partner compensation to address the most pressing issues facing law firm compensation committees and decision makers:

- » Rewarding stars while also addressing the needs of non-rainmaking partners
- » Handling unwelcome declines in profitability
- » Addressing compensation for those with significant management responsibilities
- » Ensuring that compensation supports the firm's strategy, culture, and talent-management philosophy
- » Managing the process of changing a firm's compensation structure

Register **ONLINE**

[law.georgetown.edu/cle](http://law.georgetown.edu/cle)

## The BUSINESS of Law

EXECUTIVE EDUCATION AT GEORGETOWN

Executive Education programs at Georgetown Law fill the gap between traditional legal education and the practice of law in a real-world setting. Our programs provide training to practicing lawyers—and those who lead them—in skills not usually taught in law school, including leadership, teamwork, strategic planning, and effective management. The programs are designed for small groups with an emphasis on interactive learning-by-doing, skill building, individualized feedback, and peer learning. We offer public programs on an open-enrollment basis as well as customized programs developed in partnership with client organizations.

## Who Should Attend?

- » Managing partners, executive and compensation committee members of firms that are considering changes to their partner compensation structure, addressing specific compensation-related issues, or concerned their current compensation model is becoming obsolete
- » New compensation committee members or other firm-wide managers involved in setting partner compensation


## PROGRAM FACULTY

**James W. Jones** is a Senior Fellow at the Center for the Study of the Legal Profession at Georgetown Law. He is also Principal of Legal Management Resources LLC, a consulting firm providing management and leadership resources for law firms around the world. He is widely recognized as an expert on the U.S. and global legal markets, and he has served as the Chairman of the Hildebrandt Institute, Managing Director of Hildebrandt International, Vice President and General Counsel of APCO Worldwide, and Managing Partner of Arnold & Porter, LLP. Jim frequently works with law firms and their leaders on issues of strategy, governance, compensation, succession planning, and risk management.



**Milton C. Regan Jr.** is the Codirector of the Center for the Study of the Legal Profession and Professor of Law at Georgetown Law. His work focuses on ethics, corporations, law firms, and the legal profession. Before joining Georgetown Law, Professor Regan served as an associate at Davis Polk & Wardwell LLP. He also clerked for Judge Ruth Bader Ginsburg on the U.S. Court of Appeals for the District of Columbia Circuit and Justice William J. Brennan Jr. of the Supreme





Court of the United States. Professor Regan is the author of *Eat What You Kill: The Fall of a Wall Street Lawyer* and coauthor with Jeffrey D. Bauman of *Legal Ethics and Corporate Practice*, as well as the author of numerous articles and book chapters on lawyers and the legal profession.

**Lisa H. Rohrer, PhD** is the Director of Executive Education and Research Fellow at the Center for the Study of the Legal Profession at Georgetown Law. Her areas of expertise include the leadership and strategy of professional service firms, client satisfaction, and survey research. She is currently writing case studies and conducting research on law firm culture, innovation in the legal industry, segmentation of the U.S. legal market, and managing professional talent. Prior to joining Georgetown, Lisa was the Director of Research at the Hildebrandt Institute and a Research Fellow at Harvard Law School.



**Marcia Pennington Shannon** is a founding Principal and Chairman of The Shannon Group, a consulting firm focused on lawyer development. She has nearly 30 years of experience in lawyer career and professional development. Marcia is a Certified Master Coach and has extensive experience in performance and executive coaching, especially focused on those in leadership and management roles. Most recently, Ms. Shannon served



as Managing Editor and coauthor of *The Lawyer's Career Management Handbook: Your Bridge to a Satisfying Career* (West Publishing, 2010) and contributing author to *The Art and Science of Strategic Talent Management in Law Firms* (West Publishing, 2010). In addition to her role as Chair of The Shannon Group, Marcia serves as Assistant Dean, Office of Career Services, at Georgetown Law.

**Lisa R. Smith** is a Principal at Fairfax Associates and advises law firms domestically and internationally on strategy development, mergers, management and governance, partner issues, and financial and operational performance and management. Prior to establishing Fairfax in the United States, Lisa was head of the Law Firm Strategy & Structure Practice Group and founded the Washington office of Hildebrandt Baker Robbins. Before joining Hildebrandt, Lisa was a senior consultant in Price Waterhouse's Law Firm Services Group. Lisa has written white papers, articles, and blogs on the strategic and management issues facing law firms. She also authored *Anatomy of a Law Firm Merger* (2004), published by the American Bar Association.



## CONTACT

Lisa Rohrer, PhD  
Director of Executive Education  
email » [lr590@law.georgetown.edu](mailto:lr590@law.georgetown.edu)  
call » 202.661.6543

# REGISTER EARLY, SPACE IS LIMITED!

REGISTRATION FEE: \$2,395\*

\*Includes materials and some meals. Accommodations can be arranged separately through Georgetown Law's preferred hotel partners.

## FOUR WAYS TO REGISTER:

① **ONLINE** at [law.georgetown.edu/cle](http://law.georgetown.edu/cle)

② **BY MAIL** Complete form and send with check (payable to "Georgetown Law CLE") to the address below

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# GEORGETOWN LAW

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## Partner Compensation Workshop: Smart Practices and Costly Mistakes

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Georgetown Law's **Partner Compensation Workshop** is an intensive, hands-on program that covers the fundamentals of partner compensation as well as the more complex issues facing partner compensation committees today.

### THIS TWO-DAY WORKSHOP FEATURES:

- » **Case studies** on compensation issues faced by domestic and international firms, enabling participants to make sense of the complexities in compensation decision making
- » **Discussion** with peers, facilitated by experts, on best practices, helping participants avoid common missteps in compensation-related decisions
- » **Consultants and experts** in human behavior with extensive experience in helping firms address compensation issues, providing tips for dealing with concerns such as underperformance and compensation for significant management responsibilities

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