

2015

**Law Firms in Transition
An Altman Weil Flash Survey**

http://www.altmanweil.com/dir_docs/resource/1c789ef2-5cff-463a-863a-2248d23882a7_document.pdf

I. AN OVERVIEW:

- A. Polled managing partners of 797 US law firms with 50 or more attorneys**
- B. Conducted in March and April 2015**

II. MARKET FORCES DRIVING CHANGE:

- A. Increasing in-house legal departments**
- B. Use of client technology tools (i.e. Legal Zoom)**
- C. Non-law-firm providers**

III. INTERNAL FORCES DRIVING CHANGE:

- A. More attorneys; less work**
- B. More partners; less associates**
- C. Rise in Non-equity partners**
- D. Lack of Succession planning**

IV. SUCCESS IN CHANGING ENVIRONMENT

- A. Change approach in professional staffing (lawyer to paralegal ratio)**
- B. Change in pricing (move away from the billable hour?)**
- C. Increase decision making power in partners**
- D. Success of smaller firms?**
 - 1. Post-recession demand has been slower to return**
 - 2. Larger firms are losing more business to non-traditional competitors**
 - 3. More client pressure**

V. PRACTICAL SOLUTIONS

- A. Explore alternative fee arrangements**
- B. Need to review five year growth plan before hiring associates**
- C. Candid review processes**
- D. Plan for departure for baby boomers and transfer of relationships**
- E. Flexible working arrangements for high performing attorneys**