

CULTURE AND CHANGE

There is a remarkable direct tie between the strength of a law firm's **culture** and its **financial performance**. This is not surprising, when one considers that law firm culture is the basis of all compensation, succession and governance arrangements within a firm. To improve these arrangements, and consequently its bottom line, a firm must first understand its culture.



Mission

How members of the firm see its future



Consistency

How members of the firm deal with each other



Involvement

How the firm deals with its people

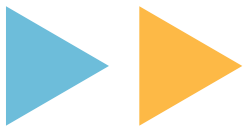


Adaptability

How the firm deals with the environment in which it competes.

Our approach to Culture and Change is designed for firms seeking to better understand their culture, how it informs their structure and operations, and how to change, improve and strengthen these accordingly.

Utilizing the Denison Culture Survey, we gather input from various stakeholder groups in the firm and sort the results in ways that make sense to a law firm.



The stages of a cultural inventory are:

CONFIDENTIAL SURVEY



1 Set up a customized website with your firm name and logo, where members of your firm will be invited to participate

Draft internal communication announcing the cultural survey, its purpose and context and instructions on how to participate

Monitor and report activity to ensure maximum participation

Analyze survey data to identify where areas of the firm's culture is strong and areas that require attention

Prepare a comprehensive report and presentation on your firm's culture

LEADERSHIP MEETING



2 Prepare and deliver the results at a meeting of the firm's leadership group. At this meeting we will review the data in detail and then would work with the leaders to develop some action plans in response to the findings

OPTIONAL STEP



3 In any change initiative, the biggest challenge in law firms is always execution. Given the need to service external clients first, the firm itself falls behind in the order of priority. Should the firm choose to, we can assist you with execution by retaining a project management role in the execution phase of the agreed upon initiatives.

We can be there for your firm every step of the way from assessment and advice through to planning and execution. We remain flexible in terms of what this role might mean – our aim is deliver value as you define it.



PRICING

Stages 1 & 2 - \$5,900 plus \$40 US disbursement per participant and any out of pocket disbursements (travel, meals, and accommodations) for Stephen's attendance at firm meeting

To Learn More Please contact ...

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