

Next Level Lawyering:

Developing Talent and Protecting the Future
to Put and Keep Your Firm and Company at the Next Level

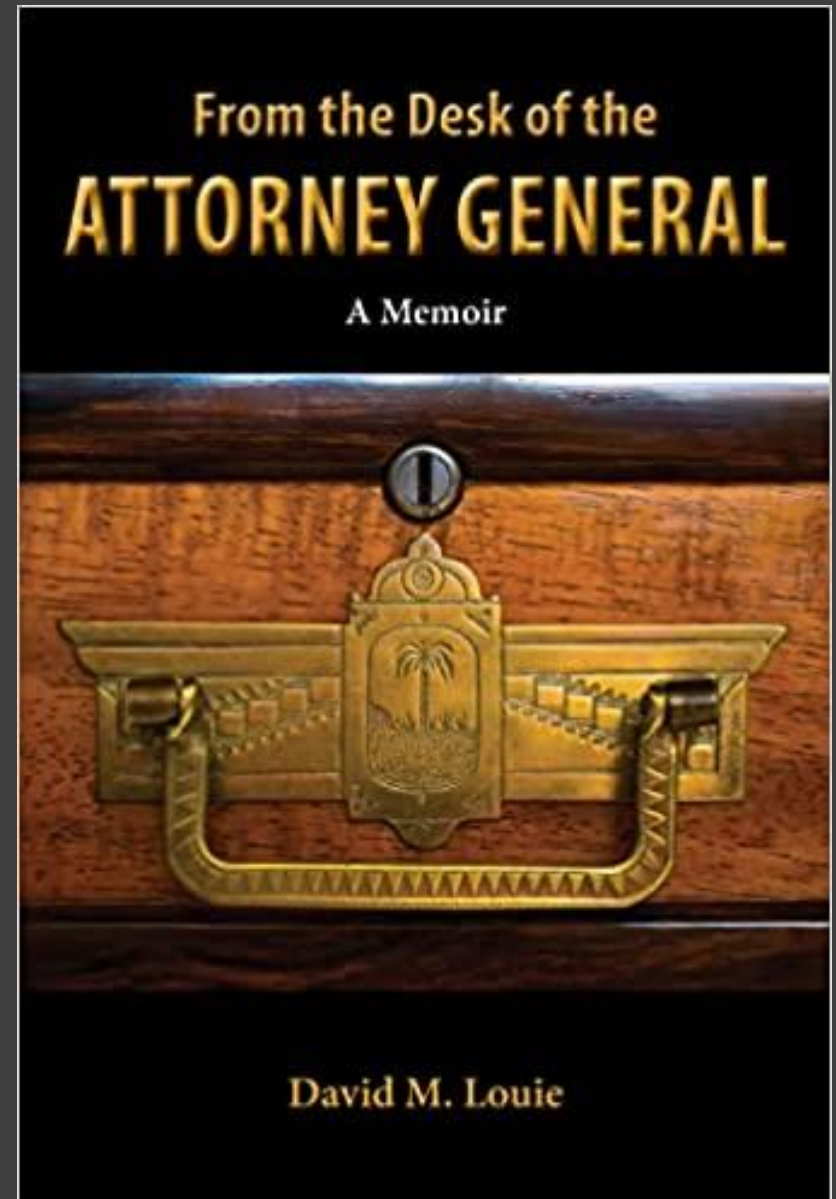


David Louie – Kobayashi, Sugita & Goda
Mills Gallivan – Gallivan, White & Boyd
Matt Cairns – Textron Inc.



David Louie

- Rose to partner and then left to start his own firm running it for 22 years
- Attorney General of Hawai'i running an office of 150+ lawyers and 400+ staff
- 4 years later returned to private practice
- Past-President of the Hawai'i Bar Assn
- Past NW Regional Governor of the National Asian-Pacific American Bar Assn



Mills Gallivan

- Broke away to start own firm
- Firm's First Managing Partner
- Transitioned Practice to Mediation
- FDCC, NFJE, LCJ President
- Inns of Court Founder



R. Matthew Cairns

- 22 years and 9 years at two NH firms
- DRI President 2010-2011
- One of his mentees is now a federal judge
- Moved in-house to Textron overseeing complex products and commercial litigation
- All of his clients stayed at his old firm



What We Want from Young Lawyers

- **Building a career, not just a job**
- **Commitment to being trained**
- **Acceptance of constructive criticism**
- **Your best...every time**



What Do Young Lawyers Want?



Four Most Common “Needs”



- **Internal and External Mentors**
- **Training by Doing**
- **Better communication**
- **Work-Life Balance**



Internal and External Mentors

- External mentors are not a threat
- The internal mentor doesn't have to be you

Training by Doing



- The tension of training and billing
- Law is uniquely designed for this method of training
- Client demands
- How can we train the next generation of trial lawyers without having them try cases?

Better Communication

“You have two ears and one mouth so that we can listen twice as much as we speak.”

- Epictetus
(Greek philosopher)

Master
Listening Effective Body
Business Language Well
Non-verbal Cross Good
Communication Message Active Empathic
Skills Cultural Listen

Communication Strategies Across Generations

- Transparency
 - Honesty = Credibility
 - Listening more than talking
 - How does each side define success?
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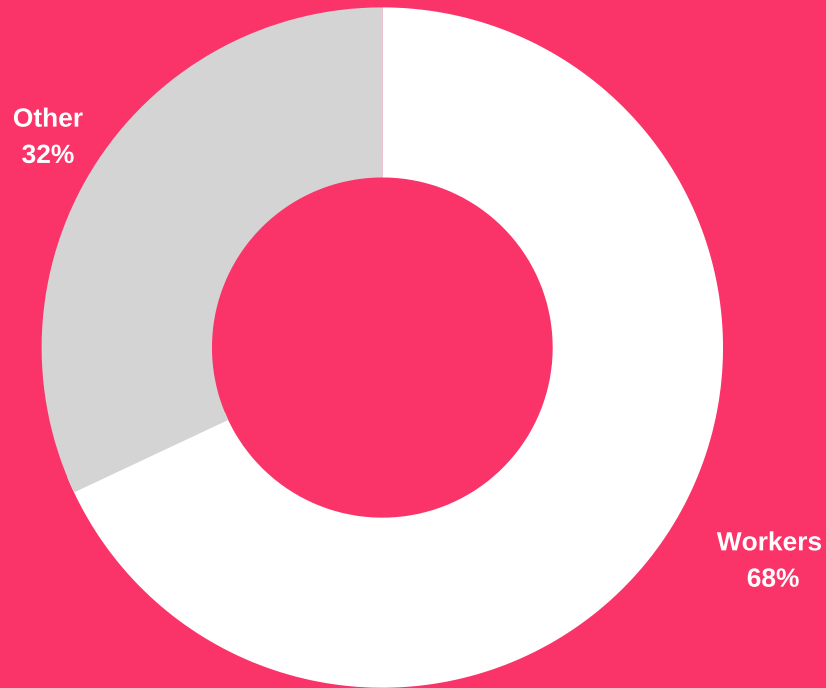
Communicate
/ko-mu-ni-kate/

1. To pass on information, news or thoughts.
2. To spread to another or others.

Teaching *and* Learning Patience

Patience doesn't mean taking no action. It means continuing to do what one needs to do while not knowing when the harvest will be.





68% of workers say poor work-life balance negatively impacts morale and motivation at work.

<https://familylivingtoday.com/work-life-balance-modern-era/>

Work-Life Balance

- Flexibility
- The myth of work-life balance



The Other Side of the Equation

Clients

What do clients want from you?

- Introduction to the Team
- Comfort with the Team
- Partnership Between the Firm/Lawyers and the Client
- Excellent Team Results
- Succession Planning

What clients
expect and
shouldn't have
to ask

*Consistent with our outside counsel billing guidelines, I am committed to ensuring that the outside legal teams working with me to defend Textron are diverse and inclusive in the broadest sense. I know that your firm has outstanding diverse professionals working for it, so **I expect that my matters will be staffed with attorneys and paralegals who can bring with them the diverse backgrounds and perspectives needed to meet our toughest challenges in and out of the courtroom. Every attorney or paralegal on our matters is expected to actually perform substantive roles (consistent with their experience) in defending Textron. Please bear this in mind when you develop your team for this matter, as I have no interest in “token” representatives on my legal teams.***

The Ultimate Leadership Question

**Are you as invested in the
success of your team
members as you are in your
own success?**

A Final Thought

"A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be."

--Rosalynn Carter

Personal Privilege

Happy Birthday Mom!!

- Nancy M. Cairns
- March 8, 1930
- 92 Years Young



QUESTIONS?
