

*How Professionals and Their Firms  
Succeed by Breaking Down Silos*

# SMART

COLLABORATION

**HEIDI K. GARDNER**

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**Clifford Lane**



## **Smart Collaboration How Professionals And Their Firms:**

*Smart Collaboration* Heidi K. Gardner, 2016-12-13 A Washington Post Bestseller Not all collaboration is smart Make sure you do it right Professional service firms face a serious challenge Their clients increasingly need them to solve complex problems everything from regulatory compliance to cybersecurity the kinds of problems that only teams of multidisciplinary experts can tackle Yet most firms have carved up their highly specialized professional experts into narrowly defined practice areas and collaborating across these silos is often messy risky and expensive Unless you know why you re collaborating and how to do it effectively it may not be smart at all That s especially true for partners who have built their reputations and client rosters independently not by working with peers In *Smart Collaboration* Heidi K Gardner shows that firms earn higher margins inspire greater client loyalty attract and retain the best talent and gain a competitive edge when specialists collaborate across functional boundaries Gardner a former McKinsey consultant and Harvard Business School professor now lecturing at Harvard Law School has spent over a decade conducting in depth studies of numerous global professional service firms Her research with clients and the empirical results of her studies demonstrate clearly and convincingly that collaboration pays for both professionals and their firms But Gardner also offers powerful prescriptions for how leaders can foster collaboration move to higher margin work increase client satisfaction improve lateral hiring decrease enterprise risk engage workers to contribute their utmost break down silos and boost their bottom line With case studies and real world insights *Smart Collaboration* delivers an authoritative case for the value of collaboration to today s professionals their firms and their clients and shows you exactly how to achieve it

*The Transdisciplinary Reach of Design Science Research* Andreas Drechsler, Auroa Gerber, Alan Hevner, 2022-05-26 This book constitutes the thoroughly refereed proceedings of the 17th International Conference on Design Science Research in Information Systems and Technology DESRIST 2022 held in Tampa FL USA in June 2022 The 37 revised full research papers included in the volume were carefully reviewed and selected from 103 submissions They are organized in the following topical sections Transdisciplinary Research Blockchain Information Systems Intelligent Systems and Human Interaction Healthcare Systems and Quality of Life Innovation and Entrepreneurship Sustainability and Responsible Design Environmental Issues Human Values and ethical Design Human Safety and Cybersecurity Emerging DSR Methods and Processes Designers and Collaborative DSR and Education and DSR

**Managing Your Leadership Career in Law** Nigel Spencer, Mike Mister, 2024-09-06 In this practical and insightful book Dr Nigel Spencer and Mike Mister provide expert guidance to both aspiring and established law firm leaders to help them to successfully navigate the specific leadership challenges partners face in private practice environments Offering a unique practitioner perspective they cover what partners need to know do and what skills they need to develop at each step of their leadership journey

*New Suits* Michele DeStefano, Guenther Dobrauz-Saldapenna, 2019-06-15 Time to get out of Law Land and back into the Jungle Fuelled by advancing technology new business models and altered client expectations the legal

industry faces unprecedented change across its entire value chain Unfortunately many legal professionals fear the technology train and the convergence of other fields with law They see legaltech AI and bots like lions and tigers and bears oh my We the editors and authors of this book see opportunity Although the future may require us to put on new suits it represents an enormous opportunity for lawyers to reinvent ourselves for our own and our clients benefit Filled with chapters written by experts in the intersection of law innovation and technology this book provides a global perspective on the diverse legal service delivery ecosystem that will be our future It provides chapter upon chapter reason upon reason explaining why lawyers can and should increase their appetite for disruption in the legal world So welcome to the jungle and enjoy the ride as we attempt to systematically map the uncharted waters of the future legal realm and simultaneously inspire you to build a new future in law

**BigLaw** Mitt Regan, Lisa H. Rohrer, 2021-01-12 The Great Recession intensified large law firms emphasis on financial performance leading to claims that lawyers in these firms were now guided by business rather than professional values Based on interviews with more than 250 partners in large firms Mitt Regan and Lisa H Rohrer suggest that the reality is much more complex It is true that large firm hiring promotion compensation and termination policies are more influenced by business considerations than ever before and that firms actively recruit profitable partners from other firms to replace those they regard as unproductive At the same time law firm partners continue to seek the non financial rewards of being members of a distinct profession and are sensitive to whether their firms are committed to providing them Regan and Rohrer argue that modern firms responding effectively to business demands while credibly affirming the importance of non financial professional values can create strong cultures that enhance their ability to weather the storms of the modern legal market *Michigan Professional Engineer*, 2000

**Interior Design Handbook of Professional Practice** Cindy Coleman, Interior Design Magazine, 2001-10-11 Everything you need to know about the practice and business of interior design from McGraw Hill and Interior Design magazine Let today s most admired design professionals share with you their priceless insights step by step guidelines and real life examples drawn from their own highly successful practices Interior Design Handbook of Professional Practice packs fresh new ways of thinking and profitable ways of working quality information you expect when experts join forces Comprehensive hands on details show you how to problem solve the design needs of clients streamline every stage of your practice from finding and winning clients to project build out and master the most efficient negotiation bidding contract and documentation techniques Achieve professional excellence and profitability with this authoritative resource as you learn how to act on the implications of the profound changes occurring in the design industry today with tips from designers who are at the top of their game An outstanding preparation tool for the NCIDQ national licensing exam Smart Collaboration for Lateral Hiring Heidi K. Gardner, Anusia E. Gillespie, 2018 One of the biggest challenges in today s law firms is recruiting partners experienced associates and senior business professionals into the firm and then finding ways to integrate them retain them and help make them sustainably productive Yet many firms are

misallocating their efforts and resources This Special Report offers a new research based approach for law firms to improve their lateral hiring process and results by engaging new hires in smart collaboration Laterals who collaborate with their new colleagues are significantly more likely to stay with the firm longer to hit or exceed their targets and to thrive professionally Firms need a well constructed plan a relentless focus on execution and clear accountability processes if they expect to help laterals achieve two way collaboration quickly and efficiently This Special Report offers the tools processes and best practices for successful implementation Aimed at readers who aspire to take a more strategic approach to improve lateral hiring this report will be useful for law firm leaders hiring partners professional executives such as chief operating officers and chief talent officers Lawyers or business executives considering a career move across firms or business professionals seeking to move into the legal sector will find practical ways to boost their likelihood of success Instructor ,2008 **Ziff Davis Smart Business** ,2002-02 **Informationweek** ,2005 **Journal of AHIMA** ,2008 **Million Dollar Consulting: The Professional's Guide to Growing a Practice** Alan Weiss,2002-09-04 The acclaimed Million Dollar Consulting gives consultants the tools and advice they need to grow a firm that rakes in at least 1 million per year Alan Weiss the consultant s consultant shows step by step how to raise capital reel in new clients set fees accelerate growth and more This updated and expanded edition will appeal to both Weiss s many current fans and a whole new generation of readers looking for the best advice available for anyone who wants to build a million dollar consulting speaking career **The Art of Managing Professional Services** Maureen Broderick,2010-10-24 Today millions of people work at over one million professional service firms generating over 2 trillion in revenue annually These firms face unique issues that are not fully understood by management thinkers and consultants Making matters more complex is that many of these firms stand at a crossroads searching for new strategies and practices to succeed in a radically new economy In *The Art of Managing Professional Services* Maureen Broderick offers the solution Broderick has brought together modern best practices for these and other crucial areas of professional services management Building communicating and maintaining shared vision values and culture Recruiting training and evaluating people Crafting the right strategies portfolio and mix of clients Innovating and sharing knowledge Financial planning metrics and reporting Positioning brand marketing and sales Defining effective partnerships equity selection and compensation Ensuring responsibility and accountability Organizational design structure governance and systems Leading effectively and growing the next generation of leaders This book reflects Broderick Co s unparalleled research into professional services management including 200 executive interviews with leaders and innovators in organizations of all sizes and types Facilities Design & Management ,2000-07 The Insider's Guide to Law Firms ,2000 **African Publishing Review** ,2004 *Electronic Business Asia* ,1996 The Innovative Woman Norma Carr-Ruffino,2001 Creativity is defined here as coming up with new ideas and innovation is defined as putting new ideas into practice in ways that add value This work encourages the development of innovative skills in women in business focusing on

skills such as creative collaboration adaptation flexibility and problem solving There are abundant activities and self awareness questions for enhancing each of seven different types of intelligences basic intelligence motivational drive and emotional associative rational sensory and intuitive intelligence Concluding material shows how to use innovative skills in the workplace and how to ignite change in corporate cultures Carr Ruffino teaches management at San Francisco State University c Book News Inc **CEDEFOP Info about Vocational Training in the European Union ,2000**

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