



Know Your Culture. Transform Your Firm.

Phone: 949-715-0819

### All Firms

Average score for all statements: **3.34**

Total number of respondents: **1,513**

Average scores, from lowest to highest

#### SCALE

- Green (4.0 - 5.0) = We are outstanding in this area
- Yellow (3.0 - 3.99) = We have some competence, though we could do better
- Red (1 - 2.99) = We don't execute well in this area



**Our Group provides effective business development training for non-equity partners and counsel**



**Our group provides effective business development training for associates**



**Our group effectively communicates our services to targeted firm clients who are not currently using us**



**Our group provides effective business development training for partners**



**Our group provides effective business development training for new laterals**



**Group members are held accountable for timely implementation of personal and group plans**



**Our group maintains strong relationships with lawyers who have left the firm**



**Our Group has an effective succession planning process**



**Our firm effectively conducts research relating to existing and prospective clients**



**The firm does a good job training leaders to lead business development efforts**



**Our group effectively tracks our business development activity**

All Firms: 3.06 

**I clearly understand how business development impacts my compensation**

All Firms: 3.08 

**I have a clear set of business development goals and measures**

All Firms: 3.1 

**Our group effectively recruits laterals with good books of business**

All Firms: 3.1 

**Our group works well with other firm offices to pursue business development**

All Firms: 3.12 

**Our group works well with other firm practice areas to pursue business development**

All Firms: 3.16 

**Our group effectively informs other groups in the firm about the services we provide**

All Firms: 3.16 

**Our compensation system effectively encourages business development**

All Firms: 3.16 

**I personally enjoy engaging in business development activities**

All Firms: 3.25 

**Our group leader enforces client service standards**

All Firms: 3.28 

**Our group has effectively differentiated ourselves from our main competitors**

All Firms: 3.3 

**Our group actively solicits feedback from our most important clients**

All Firms: 3.32 

**Our group has developed an effective practice group plan**

All Firms: 3.34 

**Our group acts on the feedback we receive from our clients**

All Firms: 3.35 

**Our group has targeted key referral sources and communicates effectively with them**

All Firms: 3.39



**Our group has sufficient staffing to support our business development efforts**

All Firms: 3.42



**Our group has good marketing materials**

All Firms: 3.43



**The members of my group have an active role in business development planning**

All Firms: 3.43



**Our group has sufficient technology to support our business development efforts**

All Firms: 3.46



**As a firm we live by our defined set of values**

All Firms: 3.46



**I am well-informed about the range of services provided by others in the firm**

All Firms: 3.49



**Our group has a clearly defined set of client service standards**

All Firms: 3.6



**Our group works together to pursue business development opportunities**

All Firms: 3.61



**Our group regularly discusses business development**

All Firms: 3.62



**Our group is well-known in our targeted markets**

All Firms: 3.67



**Our firm has a defined set of values**

All Firms: 3.71



**Our group effectively retains our top lawyers**

All Firms: 3.78



**Our lawyers communicate effectively with their clients**

All Firms: 3.87



**Senior leadership visibly supports business development**

All Firms: 3.94



**I effectively support my group's business development efforts**

All Firms: 3.94



**Our group delivers exceptional client service**

All Firms: 4.1

