

MINING THE SURVEYS

Managing Partners Lack Leadership Training

by Marci Krufka

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According to Altman Weil, Inc.'s *2004 Managing Partner and Executive Director Survey*, approximately forty-two percent (42%) of managing partners have not participated in any management skill-building seminars or training courses **in the last three years**. In what other market would you find Chief Executive Officers with little or no formal business education and no continuing professional education on the topic?



Altman Weil 2004 Managing Partner & Executive Director Survey

Compare lawyer-managers to their counterparts in large accounting and consulting firms. In these other professional services firms, most professionals have had at least 300 hours in leadership and managing training before beginning even their first management position (let alone management of the firm).

Gone are the days when it was thought that managers are born not made. Most experts believe that a fundamental factor differentiating successful and unsuccessful

organizations is the quality of their leadership. The same is undoubtedly true with respect to law firms.

The message: Managing Partners, in fact all lawyer-managers, should seek out leadership and management training. There are numerous programs available – some general in nature, some related specifically to law firms. Many can be customized and done in-house at your firm. Whichever you choose, it is clear that this type of training is essential to the success of your lawyer-managers and ultimately, your firm.

About the author

Marci Krufka is a consultant with Altman Weil, Inc. working in the firm's Newtown Square, Pennsylvania office. She assists clients in the areas of organization, strategic planning, management, marketing and surveys for private law firms, corporate law departments and government agencies.