

## ***Are You a “Steward” for Your Firm’s Next Generation?***

By [Cordell Parvin](#) on March 21st, 2013

Baby boomers: Are you a steward for your firm’s next generation? Younger lawyers: Are your firm’s baby boomers acting as stewards for your generation?



What does it mean to be a steward for your firm’s next generation? I pondered that question in my 50s when I decided to write down my core values-how I wanted to live. I feel confident that I got the idea from reading something Stephan Covey had written.

I learned that you do not create core values, you actually discover them. Here is the list of my core values that I discovered. As you will see, being a steward for my firm’s next generation was one of them.

### My Core Values

- Honesty, integrity, ethical and respectful
- Never content, a relentless search for better ways to serve “nothing fails like success”
- Always learning
- Commitment to excellent work
- Have fun

- **Stewardship – hold something in trust for our next generation. Choose service over self interest**
- Provide client centered service with highly trained people and maximum use of technology
- Inspire lawyers and staff and provide maximum opportunities for them
- Recognize the uniqueness of each individual and cherish differences
- Free, open and honest communication
- Family-focused, supportive with unconditional love
- Health and fitness

I confess. I can look back now and think of the many ways I fell short of being the person I wanted to be. But, I was definitely a steward for the next generation of lawyers in my firm.

What does it mean to be a steward? The Bible has many discussions. Take a look at: [The Bible on stewardship: key passages](#). When I decided to give up my law practice I wrote: [Roads & Bridges Article- 3 Highway Contractors](#) about men in my father's generation who had been stewards for me.

Ok, I still have not specifically addressed what it means for baby boomer lawyers. Here are my thoughts:

- Teaching and mentoring
- Providing feedback
- Introducing younger lawyers to top client representatives
- Letting the next generation take the lead on a project
- Passing your clients on to the next generation
- And, finally, not feeling threatened by your change in client relationships

# Cordell Parvin Blog

DEVELOPING THE NEXT GENERATION OF LAW FIRM RAINMAKERS

**Cordell M. Parvin** built a national construction practice during his 35 years practicing law. At Jenkins & Gilchrist, Mr. Parvin was the Construction Law Practice Group Leader and was also responsible for the firm's attorney development practice. While there he taught client development and created a coaching program for junior partners. In 2005, Mr. Parvin left the firm and started Cordell Parvin LLC. He now works with lawyers and law firms on career development and planning and client development. He is the co-author of ***Say Ciao to Chow Mein: Conquering Career Burnout*** and other books for lawyers. To learn more visit his Web site, [www.cordellparvin.com](http://www.cordellparvin.com) or contact him at [cparvin@cordellparvin.com](mailto:cparvin@cordellparvin.com).