

## [Does This Describe Your Law Firm?](#)

Posted by [Cordell Parvin](#) on August 24, 2011

Is your law firm all you want it to be? Have you thought about what you want your firm to be?



When I practiced law I wanted my law firm to be like this:

- Puts its clients first and focuses on providing extraordinary service to those clients. The firm has client and industry based teams.
- Lawyers put the firm ahead of the individual lawyers. That means teamwork is rewarded more than individual successes. There are no "silos" in my dream firm.
- Hires new lawyers based in part on their "emotional intelligence" and whether they fit the firm's culture.
- Consists of partners and associates who are never content with where they are in their career and are always striving to become a better lawyer.
- Partners and associates know what is expected of them.
- Lives and rewards the culture described above and as a result partners, associates and staff are well compensated and excited to be a part of the firm.

As Dorothy said to Toto in [The Wizard of Oz](#): "Toto, I've got a feeling we're not in Kansas anymore." I've got a feeling it would have been hard to find my dream firm. I hope I am wrong.

If this is your firm, I am sorry I never had the chance to work with you. What do you think it would be like practicing law in a firm like this one?

**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).