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FEB 14, 2020

Legalweek 2020: Change Management – How to Get Lawyers and Staff to Buy-In

to Change

Michele DeStefano, Bill Garcia, and Ari Kaplan share insights on the elements of successful change management in law firms.

2:44 / 12:09

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Michele: Can you share some of the thoughts you shared with our audience today here at legal week:

“Sure I'd be happy to I'd say 3 three highlights 1st that it starts with people change management especially when we're working with legal professionals is about change inspiration and if we don't figure out a way to motivate lawyers and the people that work with them to change their mindsets and skill sets and behaviors any type of change initiative isn't going to work so that's the first thing Secondly it's about understanding what makes lawyers tick what motivates them individual incentives and as well recognizing that were a profession and that we still are part of a legal profession guided by the rule of law and then that combination needs to be taken into account when trying to motivate lawyers to change and last the other highlight and I think all three of us talked about this a little bit is taking it in small chunks so I like to call it the bonfire approach taking a small group and starting with small changes. James [Batham](#) who is a partner at Eversheds Sutherland calls change TNT and that's not as in TNT that boom pow it's TNT as in T as in tiny N as in noticeable and T as in things, so starting small and then growing out.”

Michele DeStefano

Michele DeStefano is the founder of LawWithoutWalls (LWOW), a professor of law at the University of Miami, and affiliated...



Bill Garcia

Bill Garcia is chief practice innovation officer at Thompson Hine, LLP. He leads the implementation of Thompson Hine's practice...



Ari Kaplan

Ari Kaplan, a leading legal industry analyst, is an inaugural Fastcase 50 honoree and a finalist for ILTA's 2015...

YOUR HOST



Ralph Baxter

THE ORRICK YEARS Ralph served as Chairman & CEO of Orrick for nearly a quarter century, leading the firm...

EPISODE NOTES

Progressing to meet the needs of changing technology and new legal business models is not an easy task for many lawyers and their staff, but is increasingly necessary as the profession moves into the future. **Ralph Baxter** hosts as Legalweek 2020 panelists Michele DeStefano, Bill Garcia, and Ari Kaplan offer key tactics from their session for fostering effective change management.

Michele DeStefano is the founder of LawWithoutWalls, a professor of law at the University of Miami, and affiliated faculty at Harvard Law School's Executive Education Program.

Bill Garcia is chief practice innovation officer at Thompson Hine, LLP.

Ari Kaplan is the founder of Ari Kaplan Advisors and a legal industry analyst and speaker.

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