

# Management Consulting for Law Firms

In today's intensely competitive environment, law firms must develop focused business strategies as agile as they are decisive. Finding the optimal competitive differentiation requires robust insight and specialization. Our Law Firm Advisory Team employs proven methodologies and industry-specific insight to assist law firm leadership in developing effective strategic management solutions designed to improve and sustain a competitive advantage in the market.

## Aon's Law Firm Advisory Team

Aon has created the Law Firm Advisory Team, a specialist unit of Aon's Professional Services practice, that, together with resources in and access to Aon's network of qualified, licensed, and credentialed colleagues and affiliates, offers a full range of management consulting services to provide enhanced solutions for its law firm clients in the U.S., including:

- **Strategic Planning:** Guiding firms and practice groups in determining their future direction; analyzing law firms' competitive environments; planning retreats; assessing alternative plans for growth and expansion
- **Mergers and Acquisitions:** Helping firms consider whether merger / acquisition is appropriate for their needs; identifying suitable merger / acquisition targets; analyzing feasibility and conducting due diligence, including a professional liability risk assessment, health and benefits plans review, pension analysis, and evaluation of all other related insurance needs; suggesting solutions to merger issues; facilitating merger implementation
- **Lateral, Practice Group, and Executive Search:** Assisting firms in needs analysis, development of position descriptions, and candidate search and evaluation processes
- **Financial Management:** Analyzing economic performance and devising strategies for improvement; creating tools to assist in analyzing profitability; designing alternative pricing approaches for firm services; assisting firms in addressing economic issues including lease renegotiations, debt restructuring, and unfunded retirement obligations
- **Partner Compensation:** Designing customized compensation plans that are integrated with the firm's strategic planning and encourage and reward partner contributions to firm success; structuring capital and withdrawal plans; counseling on plan implementation
- **Leadership / Firm Management:** Assessing the structure and quality of firm management and devising ways to improve leadership and decision-making in line with the firm's strategic vision
- **Conflicts, New Business Intake, and Lateral Integration:** Providing strategies for improving processes for conflicts clearance, new business intake, and lateral hire integration, including team restructuring and training, front-end guidance through evaluation and selection of new conflicts software, and advice on merger & acquisitions conflicts clearance plans pre- and post-merger
- **Succession Planning:** Providing solutions for leadership succession and identification of future leaders



## We're here to empower results

To learn more about the Aon Law Firm Advisory Team, please contact:

George J. Wolf, Jr.  
+1.267.397.4349  
george.wolf@aon.com

Stuart K. Poole  
+1.347.213.1488  
stuart.poole@aon.com

[aon.com/professional-services](http://aon.com/professional-services)

### About Aon's Professional Services

Aon's Professional Services practice focuses on the needs of lawyers, solicitors and notaries, accountants, consultants, actuaries, architects, engineers, and other design professionals. Representing nearly 300 U.S.-based law firms, Aon's Professional Services practice has been the leading insurance broker and risk advisor to law firms since the 1930's and pioneered the first professional liability, employment practices liability, management liability, and cyber insurance policies tailored for the unique needs of law firms. Aon's Professional Services law firm practice operates primarily out of New York, Chicago, London, Montreal, Amsterdam, and Bermuda.

### Why Aon?

Aon plc is a leading global professional services firm providing a broad range of risk, retirement, and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance.

