



# Why we chose a modified lock step

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[www.sorainen.com](http://www.sorainen.com)

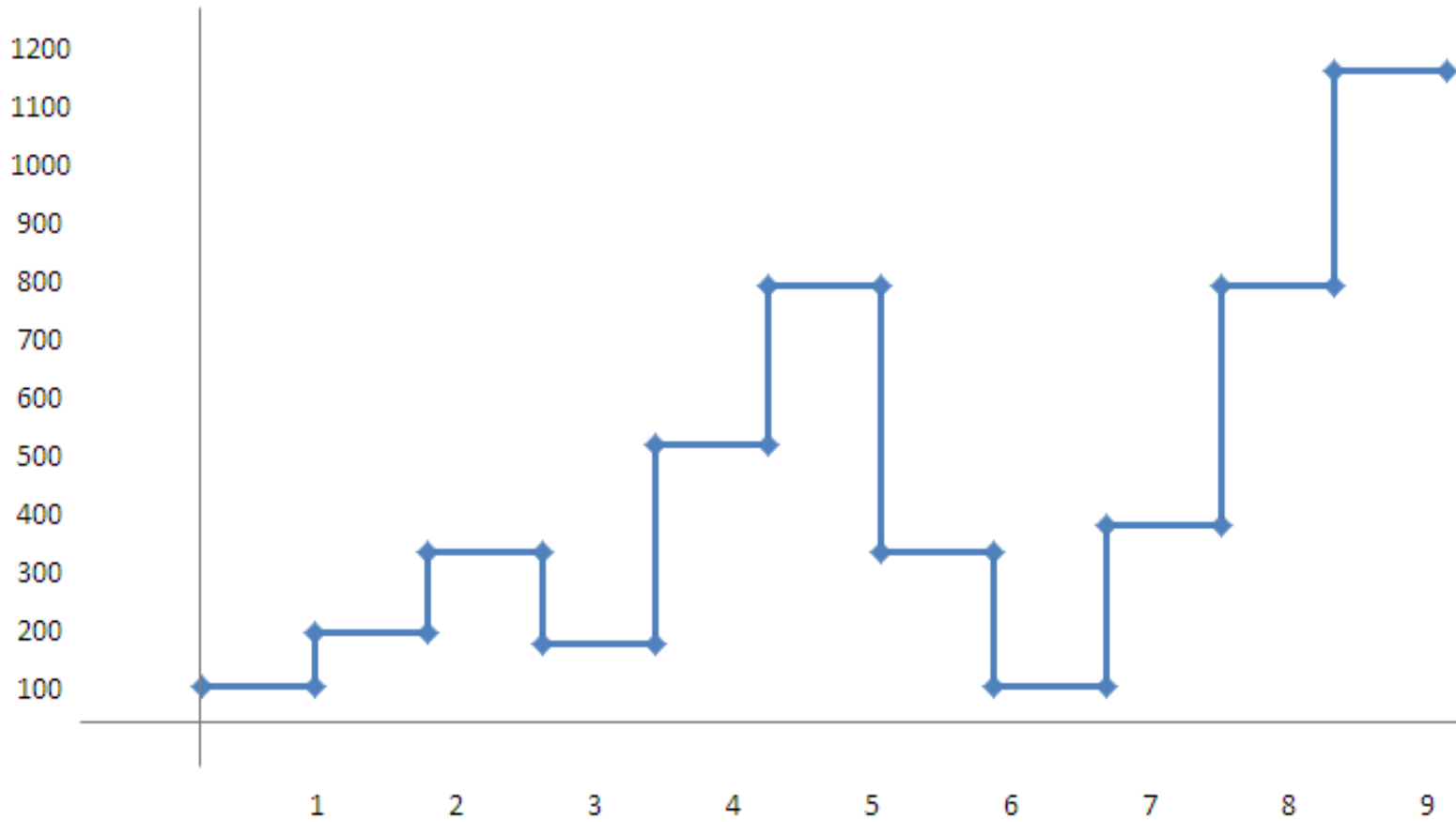
- WHAT ARE WE GOING TO TALK ABOUT?

1. PARTNERSHIP STRUCTURES (10 min)

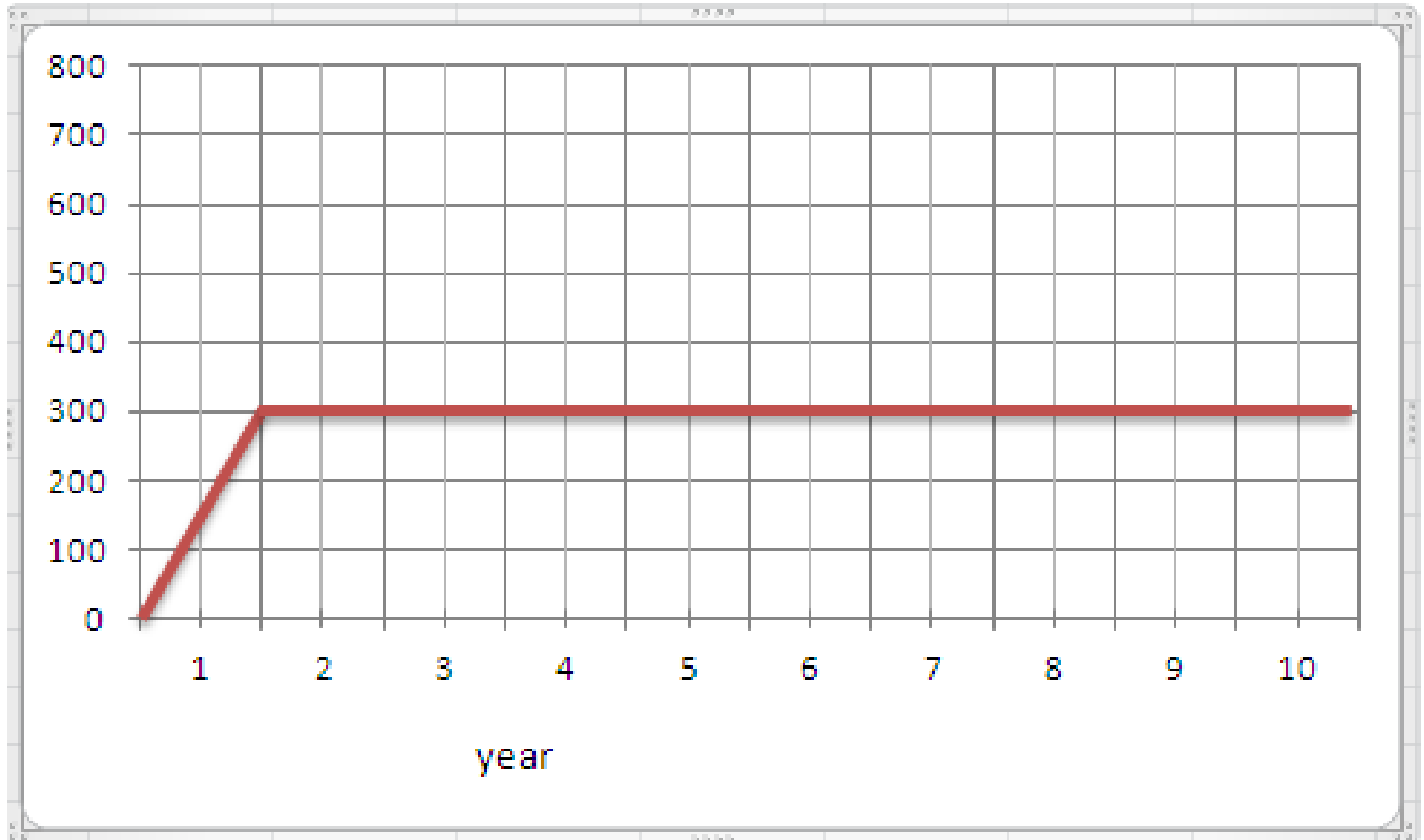
2. PARTNER EVALUATION AT SORAINEN (20 min)

3. SOME DATA OF A RECENT US SURVEY (15 min)

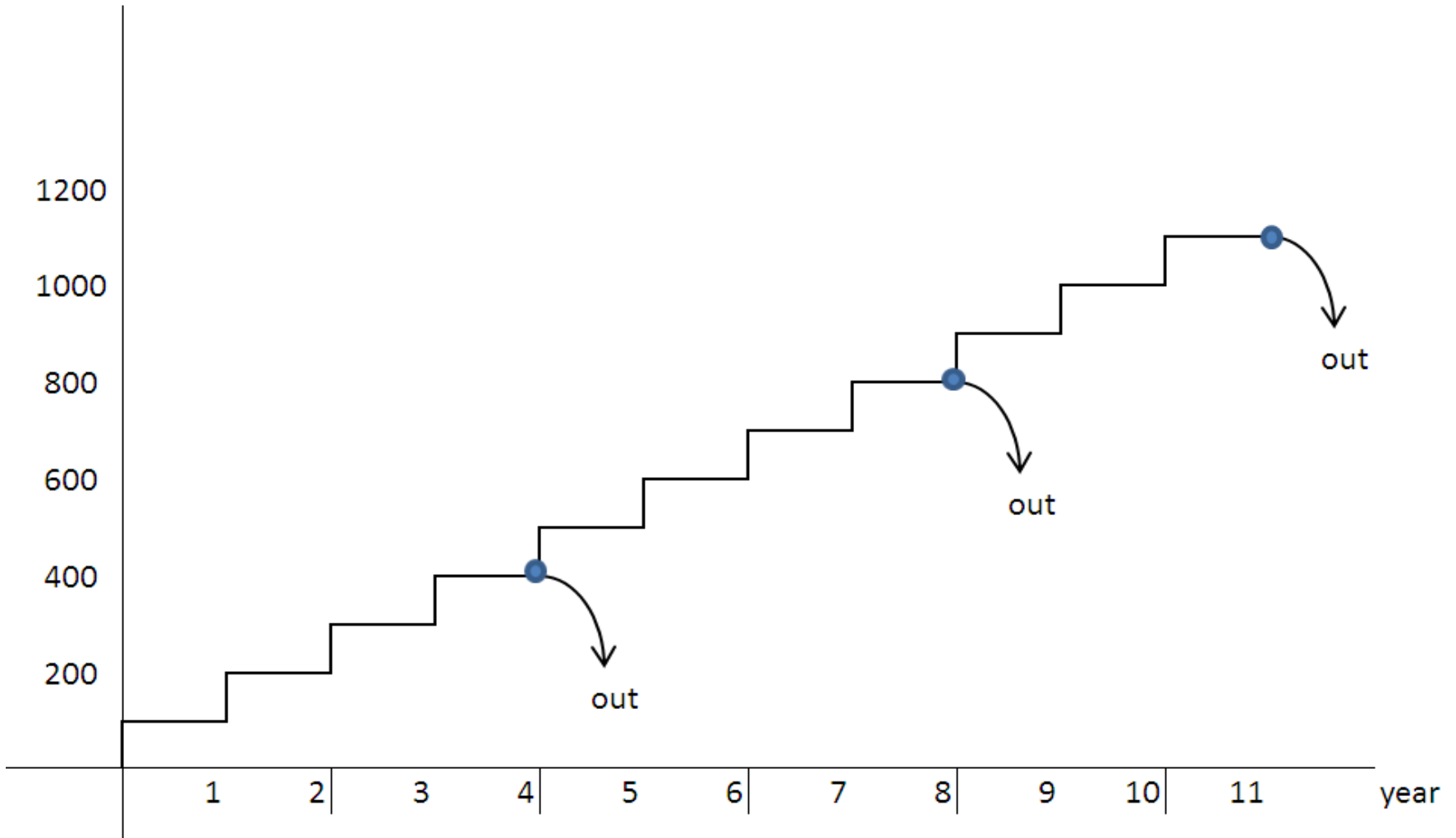
# „EAT WHAT YOU KILL“



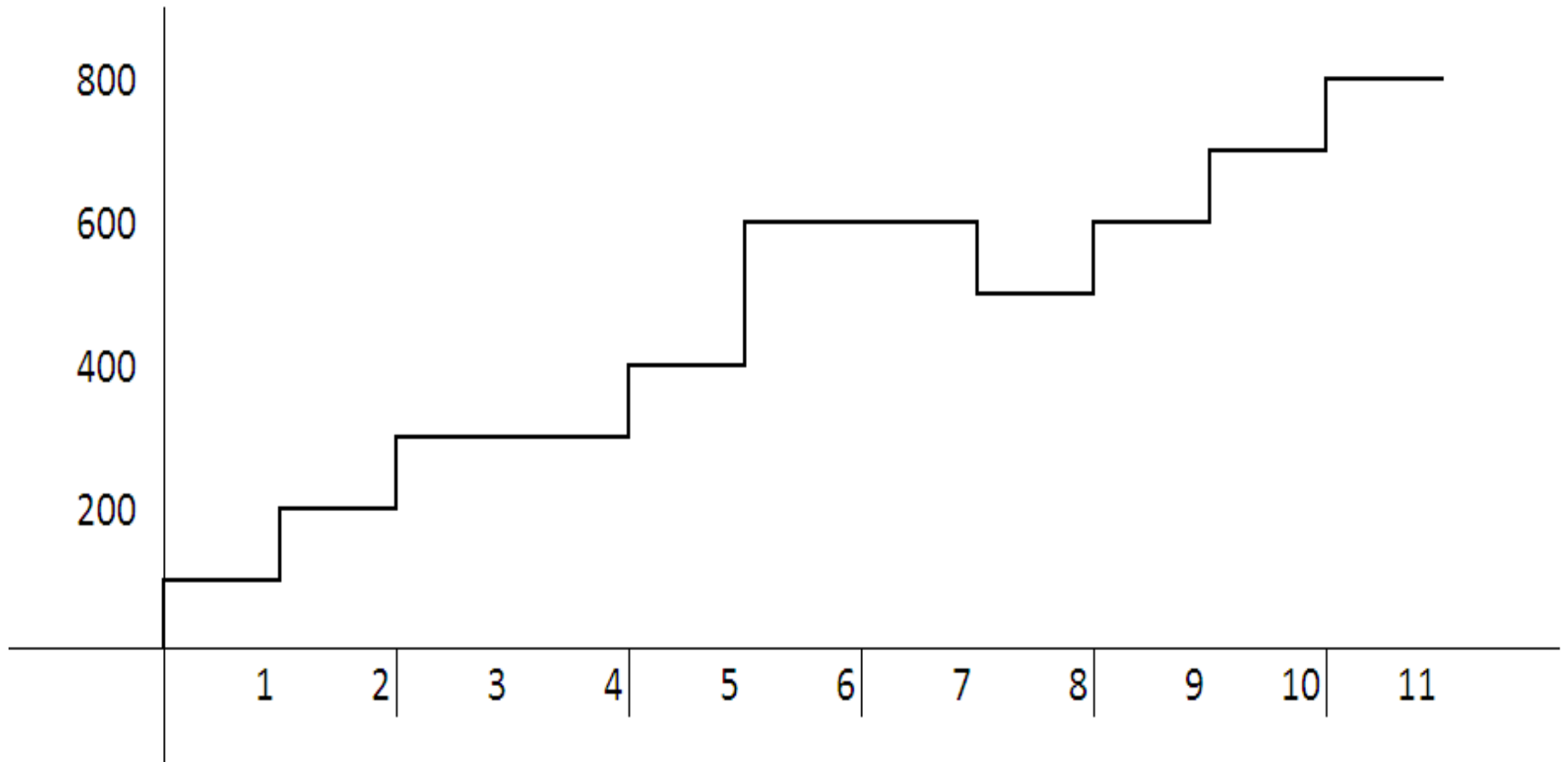
# „EQUAL SHARE“



# PURE LOCK STEP: „UP OR OUT“



# MODIFIED LOCK STEP



# ABOUT ANNUAL PARTNER EVALUATION PROCESS AT SORAINEN

(20 min)

- We measure annually:
  1. Adherence to our **values** (good citizenship):
    1. Quality and business mindedness
    2. Personal development
    3. Teamwork and know-how sharing
    4. Ethics and Respect
  2. Enforcement of our **strategy** (7 points)
  3. Partner's **business case**



1. Client/case origination (problem is sometimes how to make sure who actually brought the client or a new case?)
2. Revenues managed (cases supervised by the partner)
3. Billable hrs of the partner's team (we do not pay attention to a partner's personal billed hrs)
4. Billing rate

5. Revenues from the Relationship Partner's portfolio
6. Cross-referrals and referrals to other law firms
7. Unbilled revenues / Work in progress
8. Collections performance / Write-off performance

# Other KPI's we measure

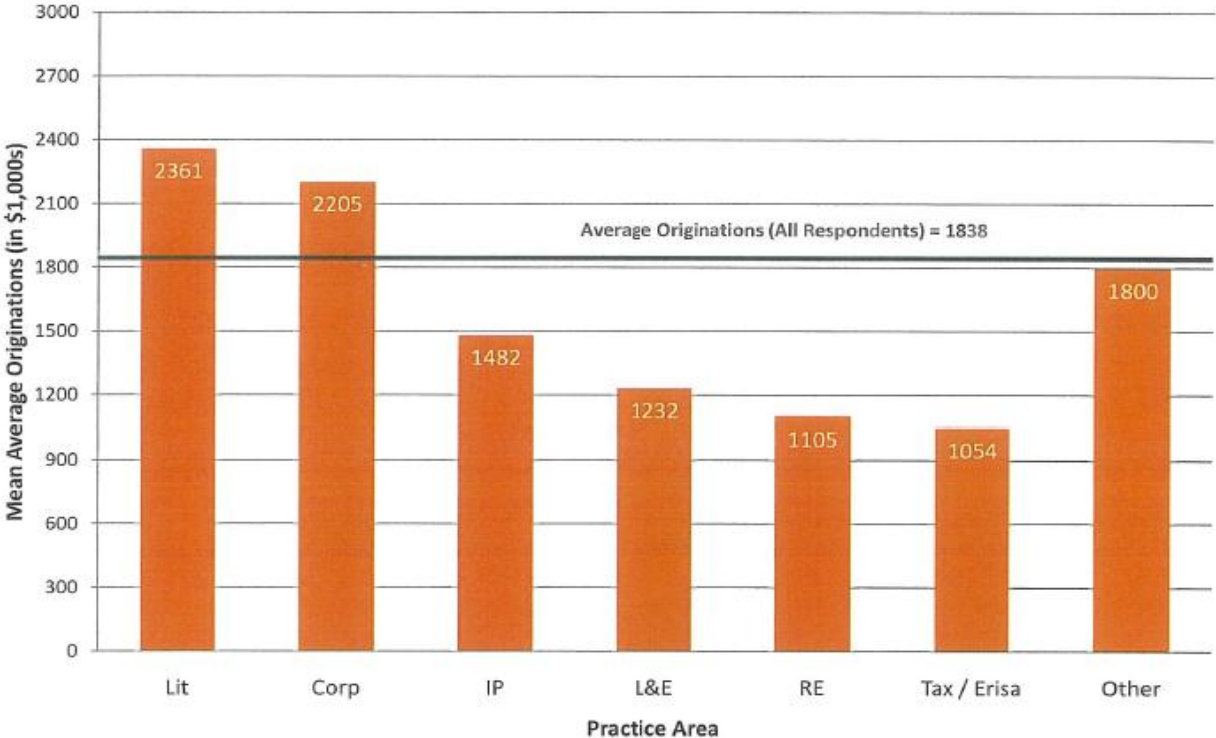
1. Peer and team feedback (annual 360 reviews are conducted annually)
2. Client satisfaction by way of returned client questionnaires and client interviews
3. Team/practice development (training and building know-how)
4. Partner's visibility (and reputation) in the business/legal community
5. Management responsibilities
6. Personal development
7. Partner's seniority in the firm

# RECENT SURVEY AMONG 1600 US LAW FIRMS

(15 min)

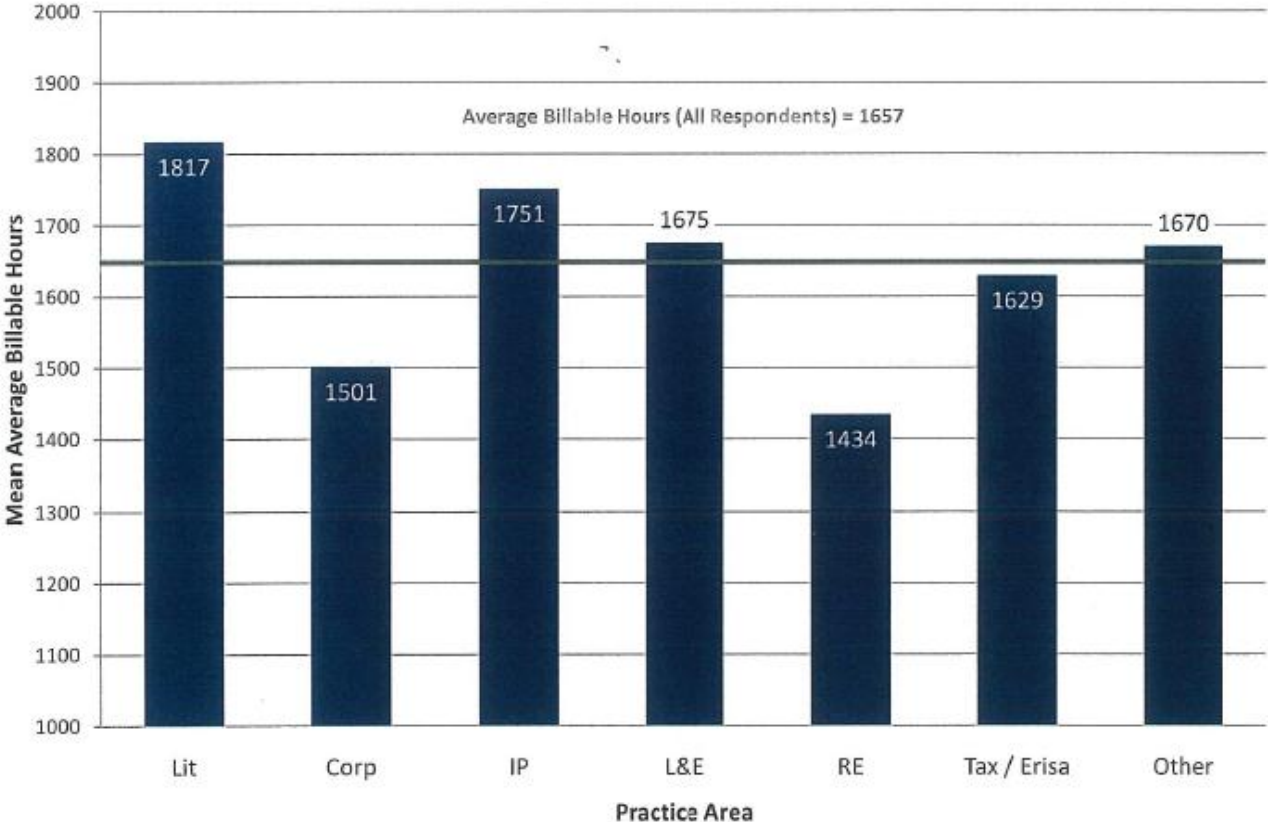
# US Survey from 2011

*Mean Average Originations By Practice Area*



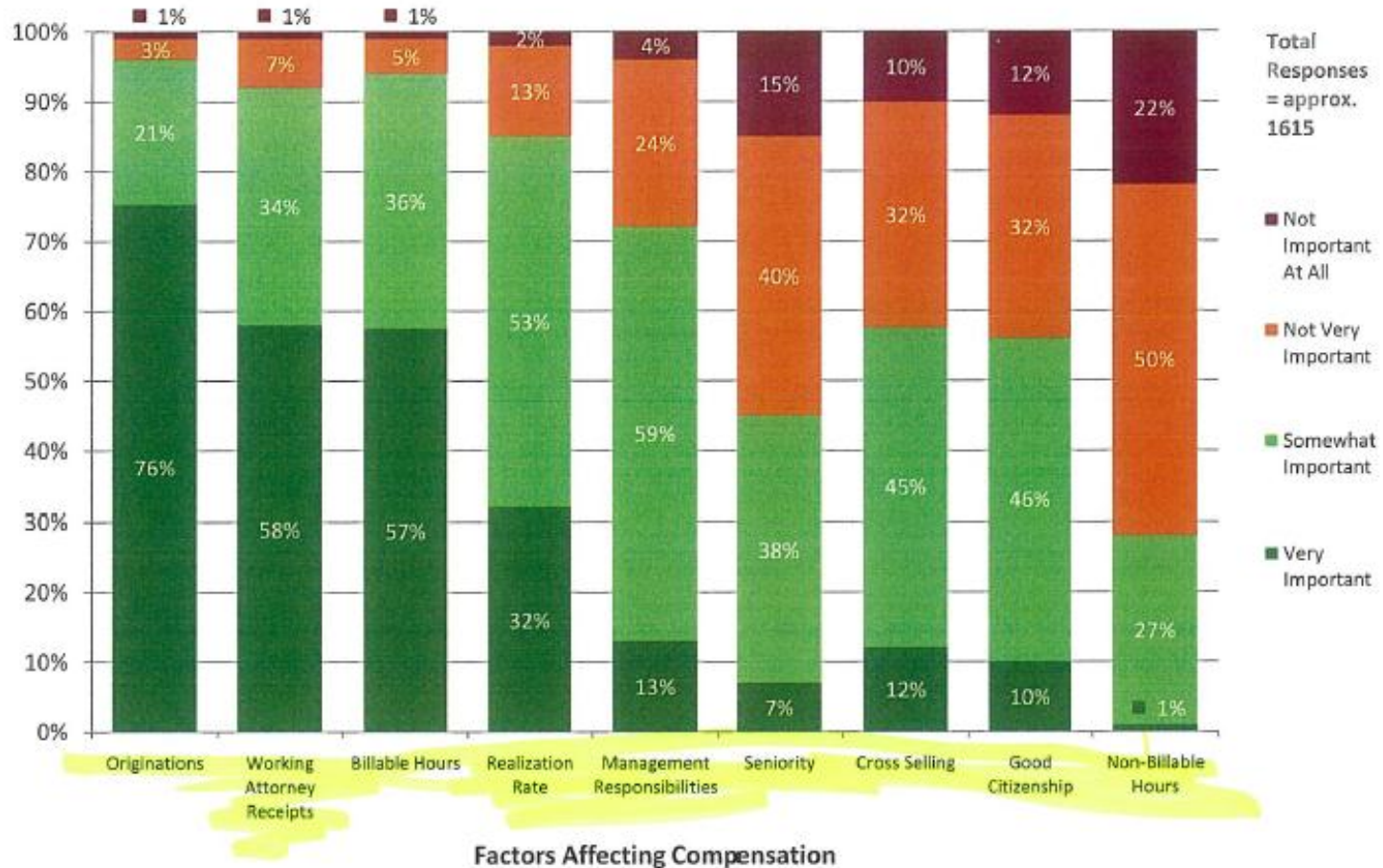
# US Survey from 2011

*Mean Average Billable Hours By Practice Area*

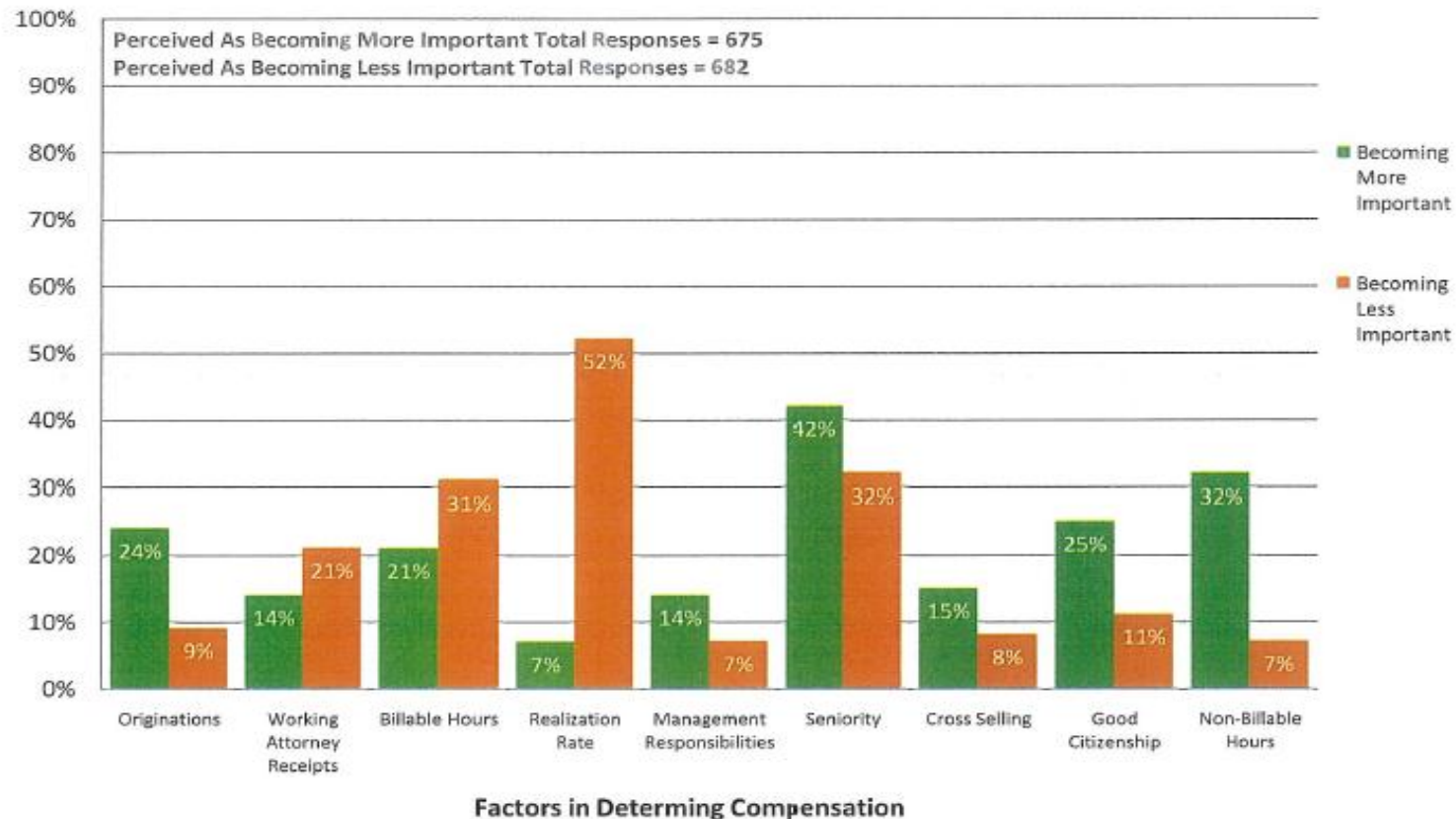


# US Survey from 2011

*Importance of Factors in Determining Compensation*



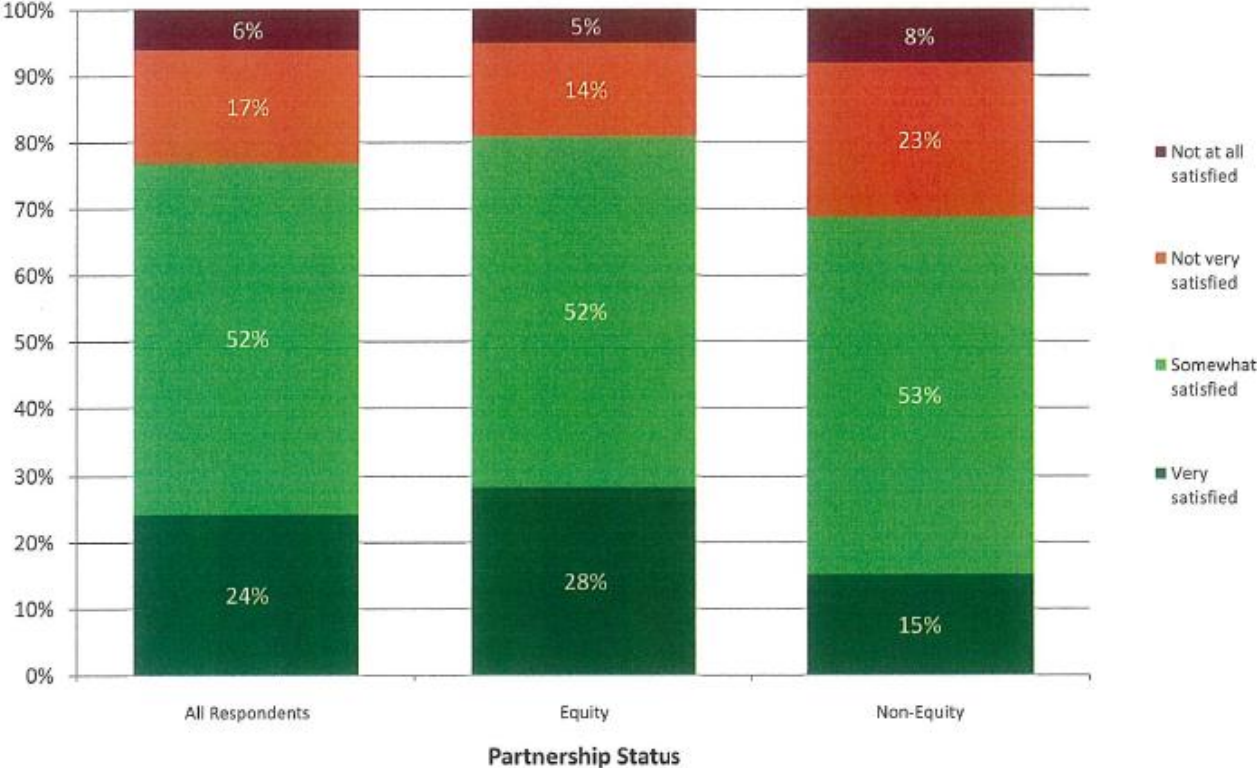
## *Importance of Factors in Determining Compensation Perceived As Becoming More vs. Less Important*





# US Survey from 2011

*Compensation Satisfaction By Partnership Status*



# OPEN OR CLOSED COMPENSATION SYSTEM? WHICH WORKS BETTER?

## Thank you for the attention!

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