

The expected retirement of millions of Baby Boomers in the next few years has businesses addressing their bench strength. Law firms are no different as many of these Boomers are Senior Partners. According to the U.S. Department of Labor, the group of employees aged 55 or over is growing 12 times as fast as the 25-to-54 year olds behind them. The entering leadership pool is much smaller than the group it is replacing, resulting in far fewer leaders available to take the place of retiring Boomers.

Do you know who **your** future leaders are?

We help Law Firms address the increasing competition to recruit and develop Associates who will become Partners, and who mirror the style of the new generation. This generation is more collaborative, more feedback-oriented and more interested in Work/Life Balance.

Some of the firms we assist include:

- Shearman & Sterling LLP
- Robertson, Freilich, Bruno & Cohen, LLC
- Porzio, Bromberg & Newman, P.C.

Some of the services we offer Law Firms include:

- Identification of competencies among Partners
- Developing competencies of Associates
- Alignment of generational issues at Partner level
- Managing a team of experts
- Recruitment and Retention strategies
- Succession planning
- Business planning and execution
- Managing Associates
- Leadership training
- Diversity consultation
- Work/Life Balance
- Stress reduction

BeamPines can help you approach YOUR bench. Our consultants, most of whom are former senior-level HR executives, bring 540 years of combined experience in assessment, executive coaching, training and development, organizational design and outplacement. We provide a fully customizable approach for each client and have offices in Colorado, Connecticut, Florida, New Jersey, New York, North Carolina, Pennsylvania and Washington, DC.

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