

mergers

The business case for cultural due diligence

Merger has become one of the preferred methods for law firms to increase their size, capabilities, and client base. It is also one of the riskiest.

Most law firms do an excellent job of evaluating the business case for a merger. They understand and can usually quantify the new opportunities that a merger will produce. Unfortunately, they often overlook the single most important factor in achieving a successful merger -- the cultural and organizational compatibility of the merging firms.

Walker Clark offers a unique, deep-drilling evaluation of the organizational and professional cultures of the merging firms and their potential impact on the future success of the merger. When potential problems appear, we evaluate and quantify their financial and strategic impact on the value of the merger; but we also recommend strategies to solve them or, at least, to minimize their effects. As part of our cultural due diligence service, we work with both firms going forward to implement our recommendations and to achieve the results that each firm expects.

When a merger has produced disappointing results

It's never too late to understand cultural issues in the professional workplace.

There are more law firms today that are the product of a recent merger than at any other time in the history of the legal profession. Most of these mergers have produced disappointing results. Client and partner departures, the inability to present a clear positive message to the market, fundamental differences in workplace culture, and the persistence of separate, mutually-inefficient systems and procedures can all weaken business performance rather than strengthen it.

Walker Clark offers a unique Merger Business Review, which evaluates the merged firm's performance, diagnoses the most likely causes of disappointing results, and presents prioritized recommendations and supporting metrics.

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Walker Clark, LLC

*Performance Consultants
to the International Legal Profession*

Walker Clark... a better way

Walker Clark offers a compelling alternative to traditional legal management consultancies. Here is how we are different.

We provide a multidisciplinary approach to strategy, operations, and leadership. Walker Clark was founded by a lawyer and a psychologist. We apply knowledge from the fields of psychology and law practice management to the unique culture and needs of the legal profession. This produces breakthrough results for our clients.

Unlike consultancies that only occasionally work with lawyers, we serve the legal profession and only the legal profession.

We build ongoing relationships with our clients, not just engage in transactions.

We deliver world-class consulting services at a reasonable price. We believe that we should be responsible for the economical and efficient management of our engagements, not our clients. Therefore, we do not charge hourly rates. Whenever we can do so reliably, we include all expenses—even travel—in our fees.

We stand accountable to our clients for the results of our services and advice, and are willing to share in their risk and rewards.

Walker Clark consultants are based in Europe and the Americas, but we deliver services whenever and wherever needed. For more information, please contact our client service number listed below or send an e-mail to info@walkerclark.com.

The Walker Clark international team



Walker Clark is building an international network of highly experienced professionals in Europe, Latin America, and North America.



We come from many different professional and business backgrounds. Some of us have decades of experience in the legal profession. Others come from other professional disciplines or business environments.



Each Walker Clark consultant has extensive hands-on experience -- measured in decades, not just years -- in management or customer relations in major legal service organizations or in large businesses, government agencies, or quasi-governmental enterprises. We have experienced first hand the issues on which we advise our clients in the legal profession.



Each member of our team has substantial international experience. All of us are bilingual or multilingual. We constantly seek to learn about and learn from the diverse national and professional cultures that have enriched the global practice of law.

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