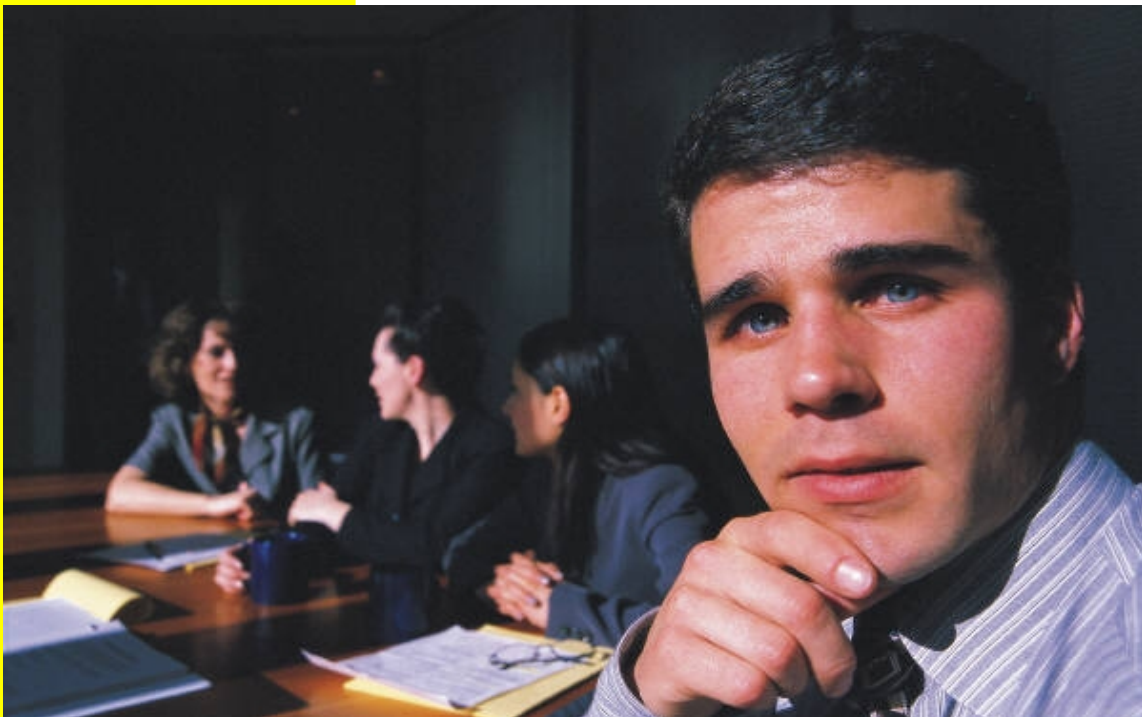


We have been in business for five years. We have done well so far.

But does our firm have the structure that we will need for continued success?



services for growing law firms



WALKER CLARK
Business Advisors and Counselors to the Legal Profession

Walker Clark members have advised more small and midsize law firms in more countries in the world than any other management consultancy.

Here are four of our most popular services for growing law firms:

management structure and decision making

What are the rules that govern how you and your partners make decisions and execute them? Will they give you the solid but flexible business foundation that you will need to continue to succeed over the next five years?

Are management responsibilities and authority clearly defined and understood?

Are you satisfied or frustrated with the quality of decision making in your firm?

Do relationships within the partnership propel your firm forward or hold you back?

We can help you to conduct a thorough, detailed review of your current partnership structure and management systems and to identify the improvements that you need today and will need tomorrow.



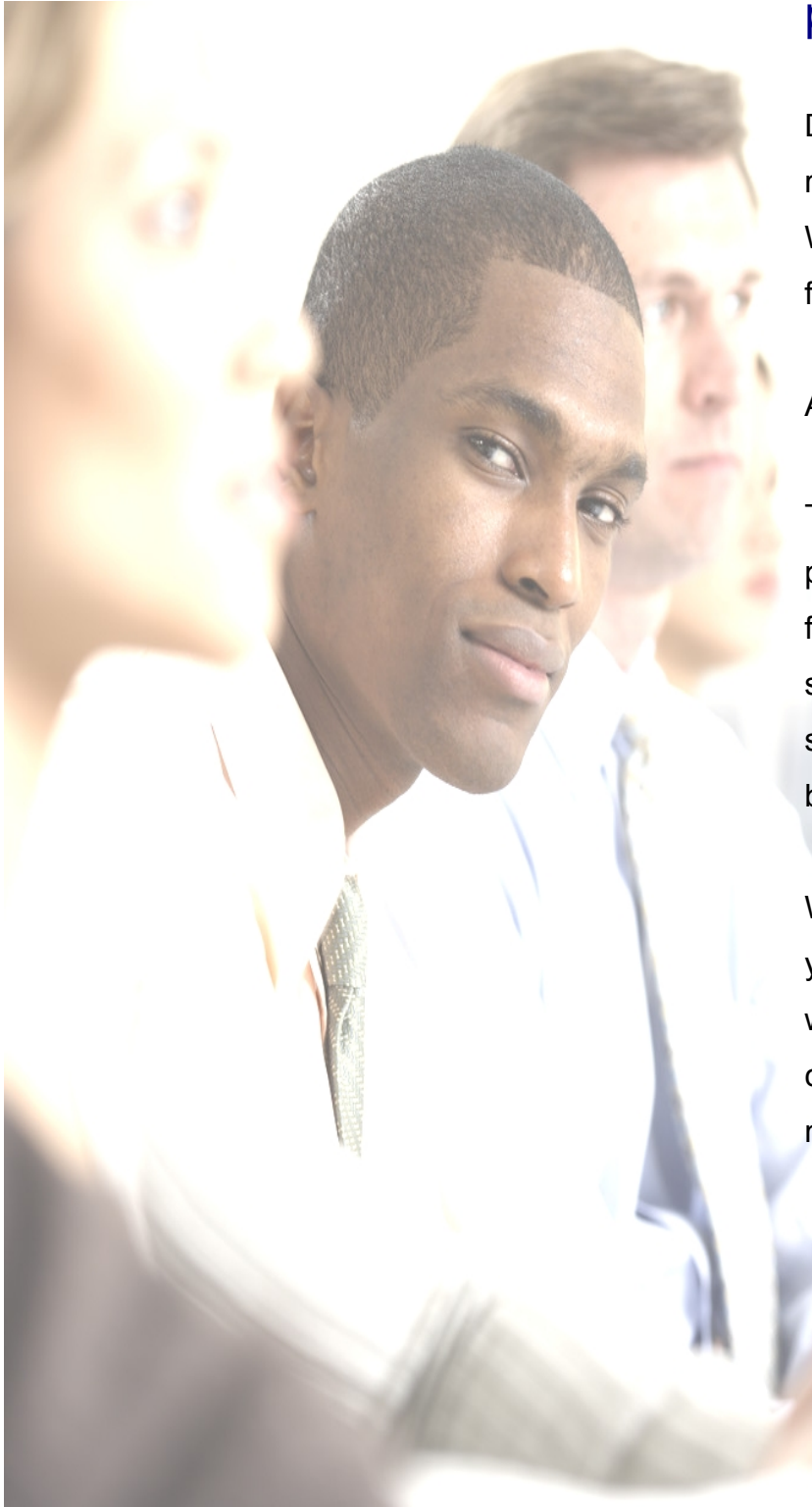
partner compensation

Does your compensation system reward what your business needs? Will it help you keep your key people from moving to larger firms?

Above all, is it fair?

The hottest competition in the legal profession today is the competition for talent. Your compensation system could be one of your firm's strongest strategic tools, or it could be your biggest liability.

Whether it's "lockstep" or "eat what you kill" or something in-between, we can help you improve your compensation system so that it meets your unique needs.



career management

The ability to manage your firm's legal talent, from the first day a lawyer enters your office through retirement as a partner, is a vital business skill that all firms need in today's changing, highly competitive legal markets.

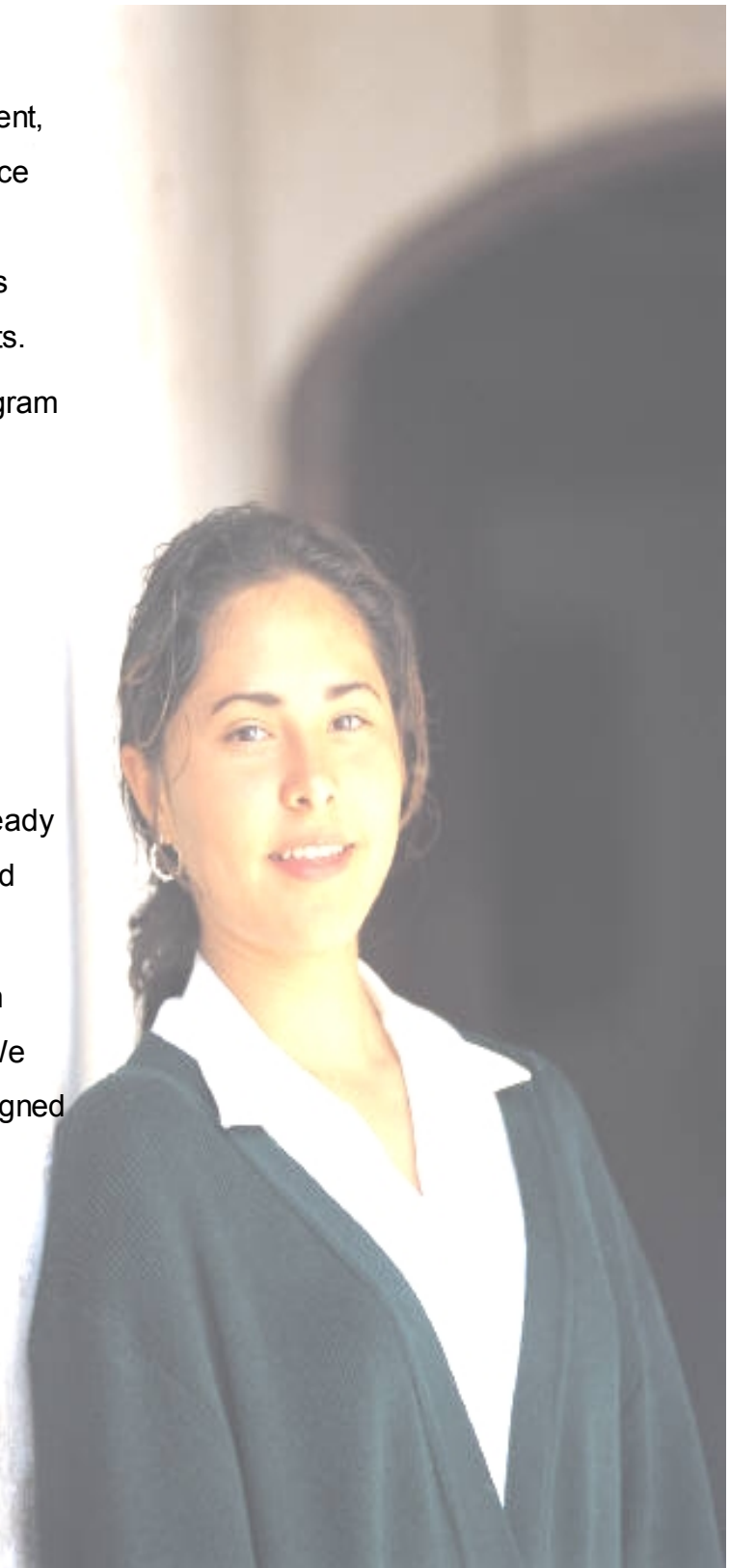
A Walker Clark career management program can:

- Give your firm strong competitive advantages in the market for legal talent.

- Improve the profitability of your associates.

- Ensure that your associates are ready to become partners when you need them.

Walker Clark is the profession's leader in lawyer career management programs. We can help you to implement a custom-designed career management program that fits the unique characteristics of your firm's professional culture, long-range business goals, and practice specialties.



marketing strategy

Why are so many lawyers disappointed by their firm's marketing efforts? Two causes are most frequent: poorly-informed planning and weak management support for implementation. If your marketing program is not producing the results that you expect, consider these questions:

Do you have structures and processes to identify and monitor marketing opportunities?
Are they working?

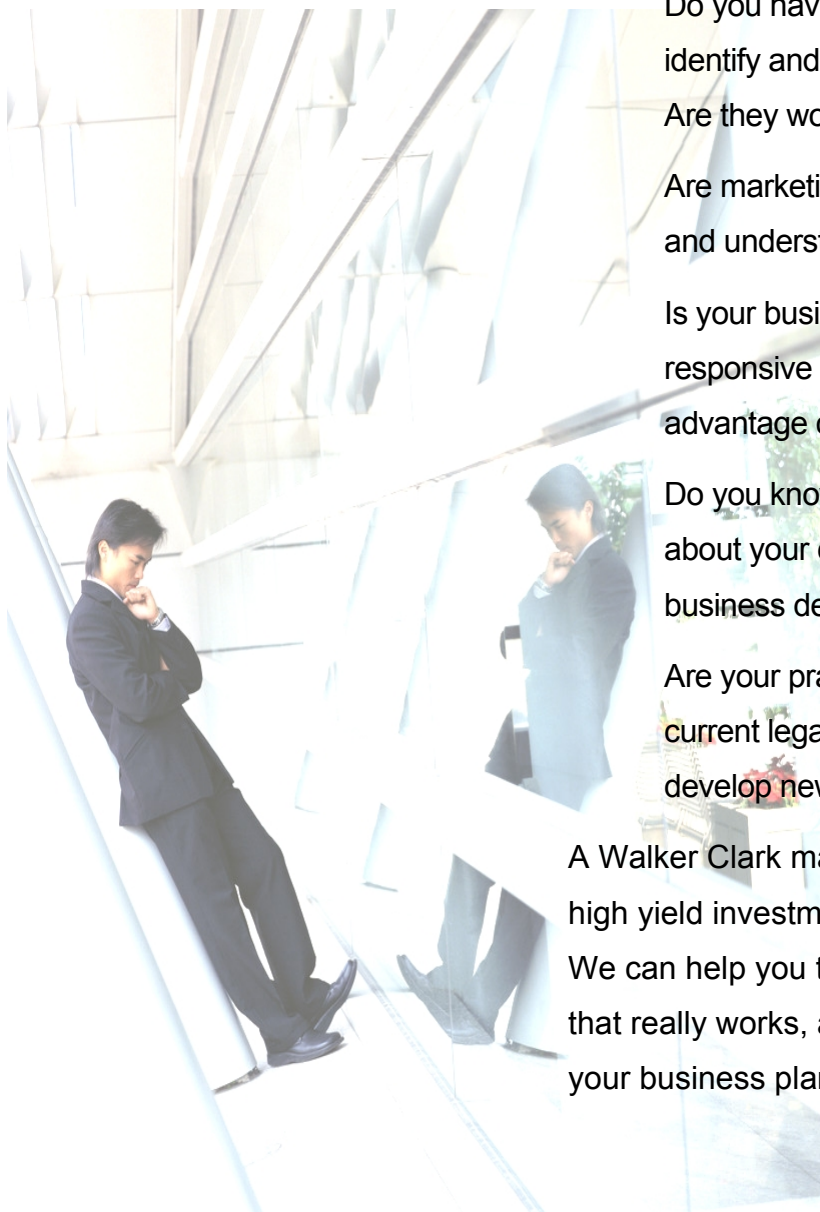
Are marketing responsibilities clearly defined and understood in your firm?

Is your business planning process sufficiently responsive and flexible to allow you to take advantage of new opportunities?

Do you know everything that you need to know about your client base in order to make sound business decisions about future growth?

Are your practice groups set up to deliver current legal services profitably, as well as to develop new lines of service for new clients?

A Walker Clark marketing consultation is a low cost, high yield investment in your firm's financial future. We can help you to develop a marketing strategy that really works, and will continue to help deliver your business plan successfully year after year.



"You guys aren't like other consultants."

--A Walker Clark client in South America

We provide a multidisciplinary approach to strategy, performance, and leadership.

Our team includes recognized experts in psychology, business economics, marketing, legal management, and professional development. We apply our disciplines to the unique culture and needs of the legal profession. This produces breakthrough results that a single methodology can seldom achieve.

We serve progressive legal organizations -- ones who are willing to invest in change.

We design services especially for the needs of lawyers who practice in increasingly competitive legal markets. We work with organizations of all sizes, from two-lawyer law firms to some of the largest legal service organizations in the world.

We are truly international.

We are an international firm, with eight business advisors in five countries. All of our professionals are experienced in international business or legal management; and all of them are bilingual or multilingual.

We realize that no single country or region has a monopoly on innovation or best practices. Rather than deliver a "North American perspective" or a "European approach," we bring to each of our clients the best ideas from lawyers all over the world.

We will go anywhere in the world to serve a client or to support a law society or professional organization. Our fees take into account the economics of our client's country. They also include our travel expenses.

Our core values express best what we are trying to accomplish. These are not just what we aspire to. They describe who we are and how we work.

We specialize in the legal profession.

Unlike general consulting firms that occasionally work with lawyers, we work every day with the special characteristics that make the practice of law unlike any other business or profession.

We deliver what our clients need, not what we need to sell.

We do not provide "off-the-shelf" or packaged services or products. Instead, each service, project, and program is custom-designed to fit the unique business environment and professional culture.

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

Even the shortest, most specific project includes follow up. Most of our active clients have been with us for more than a year. Some of them were clients of Walker Clark members even before we formed our firm in 2002.

We deliver world-class 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 charge fixed fees, not hourly rates. Our fixed fees usually include all expenses and disbursements.



for more information, please visit

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