

#LPMHQ Topic:

“You can’t hire 600 LPMs, much less 6. Now what?”

Thinking through your LPM strategy.

Synopsis of #LPMHQ chat from Wednesday, January 9, 2019



QUOTE OF THE MEETING

“No firm will ever have enough LPM titled individuals to be on every matter.”

“Too much PM and the lawyers get annoyed”



SUMMARY

“LPM adds value in any engagement.” “No firm will ever have enough LPM titled individuals to be on every matter.” “If you believe matters (are) projects & clients expect scoping budgeting and timeline, that capability needs (to be) embedded across the organization not just in the hands of (those) titled LPMs.”

Since it was agreed, across the board, that LPM is an asset in any matter, in any department or practice area, the question became how to accomplish that with limited resources. These are the 5 suggestions that stood out:

1. Training new attorneys and legal support staff in LPM as a function.
2. Mentoring lawyers, in less complicated matters, to do it themselves.
3. In more complicated/riskier matters, in scope and budget, more hands on LPM overseeing.
4. Examining existing resources, “you may have seasoned PMs in other functional areas of your organization.”
5. When in doubt tricking lawyers into using LPM without them knowing it! Implementing the “... Trojan Horse approach where leading by example on LPM practices wasn’t even apparent to lawyers who then adopted those successful approaches”.

FINAL THOUGHT

The importance of creating a process/structure that is consistent and repeatable around attorneys that is an organizational capability (or at least practice group). “Demonstrating value while also creating processes that can be scaled is a hard balance to strike, but that’s the sweet spot. Simple awareness of scope/budget can be standardized and is a way to get a foot in the door.”

Details: <http://wke.lt/w/s/rIGvk>