



**Laurie Caplane** Senior Consultant

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Recognizing a seemingly universal frustration among law firm leadership tied to lateral attorney acquisition, integration, and retention, veteran consultant and recruiter coach Laurie Caplane launched LawVision's Lateral Talent Practice to address a critical support gap in the marketplace.

She has developed proprietary evaluative methodologies and customizes implementation approaches to dramatically improve a firm's success at every stage of its lateral talent strategy, which in turn helps firms meet – if not exceed – growth goals.

Laurie's industry intelligence and earned experience, including lessons from first-hand knowledge of attorney departures, were honed while serving at the highest levels of two premiere industry talent search organizations. She has directed placements for Am Law 100 and 200 firms, including more than 180 placements per year throughout 20 U.S. markets, the United Kingdom, and Europe while overseeing more than 50 recruiters. Before her career in the legal industry, she led business development and marketing efforts for Xerox Learning Systems, Citibank, and Arthur Andersen.

In addition to her focus on lateral Partner and Associate recruitment, integration, and retention, Laurie also consults on specific talent issues and challenges.

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## Education

BA, Psychology  
University of Michigan

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## Key Service Areas

- [Talent Strategy](#)