



Michael D. Short Co-Founding Principal

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Michael Short is a founding Principal of LawVision. He counsels law firms around the world on strategic, management, compensation, and financial issues. Over the course of his over three-decade long career as a consultant to the legal industry, Michael has worked with well over 700 law firms. His client base ranges from small, “local” firms in many countries to large, multi-national operations.

The focus of his current client work is related to:

1. COVID-19 recovery strategies,
2. the development and implementation of strategies for firms, practices, and client or industry teams,
3. all aspects of mergers & acquisitions,
4. the development of innovative Partner Compensation systems that truly promote and reward teamwork and sharing, and
5. facilitating leadership succession.

His client, in all cases, is the total law firm – not management or his primary point(s) of contact. He always strives to establish long-term relationships with each client, based on his ongoing role as a trusted confidant and counselor across all levels of the firm.

When not working on client projects, Michael is a regular blog contributor, a frequent speaker on leadership and management topics, and a constant researcher and analyst on the ever-evolving business of law.

Prior to co-founding LawVision, Michael has practiced with Hildebrandt Baker Robbins (at Thomson Reuters), Hildebrandt International, and the Law Firm Services Group at PriceWaterhouseCoopers.

Publications

- Book: [“Guidance for Law Firm Leaders: The Legal Profession in a COVID-19 World,”](#) contributing author, LawVision (June 2020)
- [COVID-19 Recovery Playbook](#), 4-Part Series in The American Lawyer (April 2020)
- [“Signs That Origination Sharing is NOT Working,”](#) The National Law Review (Sept 2018)

- ["The Key to Leadership Succession with a Revered Managing Partner – Certainty,"](#) The National Law Review (June 2108)
 - ["Law Firm Leadership is Like Walking the Dogs,"](#) The National Law Review (Feb 2018)
 - ["Create Answers to Important Rhetorical Questions in 2018,"](#) The National Law Review (Jan 2018)
 - ["Is Your Culture Putting Your Firm at Risk?"](#) ALA's Friday Fast Five (Aug 2017)
 - ["Competing in the Future – The Need for New Thinking on Law Firm Strategic Advantages"](#) with Joe Altonji, The Independent Business Law Firm (Dec 2016)
 - ["Client Relationship Training: A Strategic Challenge Facing Many Law Firms,"](#) LawVision Group (updated July 2015)
 - ["Competing in the Future – The Need for New Thinking on Law Firm Strategic Advantages"](#) with Joe Altonji, Managing Partner Series, Thomson Reuters (March 2015)
 - ["Winners and Losers: A Special Report"](#) with Michael Short
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Speaking Engagements

- 2018 Law Firm Financial Performance Forum, *"Curiouser and Curiouser: Assessing Law Firm Lawyer Rates in the Current Market"* (Oct 2018)
 - ALFA International Annual Business Meeting, *"Compensation Plans & Succession Planning"* (Oct 2018)
 - ALA Capital Chapter Retreat, *"The Business of Law"* (Nov 2017)
 - NALP's Professional Development Institute, moderator for *"Brave New World: Managing the Impact of Law Firm Mergers"* (Dec 2015)
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Awards & Recognitions

- Law Dragon Global 100 – Leading Consultants and Strategists to the Legal Profession 2020
 - Law Dragon Global 100 – Leading Consultants and Strategists to the Legal Profession 2018
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Education

- B.S., University of Maryland
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Key Service Areas

- [Crisis Management](#)
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- [Strategic Development & Implementation](#)
- [LawVision MergerCounsel](#)
- [Partner & Associate Compensation Systems](#)
- [Retreat/Meeting Facilitation](#)
- [Talent Strategy](#)