



## Susan Raridon Lambreth

Co-Founding Principal

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Susan Raridon Lambreth is a founding Principal at LawVision and is nationally recognized as one of the top leadership, practice group, and project management consultants for law firms. For over 25 years, she has helped law firms of all sizes improve their profitability and enhance their lawyers' leadership and management skills.

Susan is the Chair and Founder of the LPM Institute, a leading resource for educating law firms and law departments on implementing project management in their organizations. She has given hundreds of speeches on practice management, LPM, strategy, and trends affecting law firms or departments.

Before co-founding LawVision, she was with Hildebrandt International for almost 20 years. Susan also spent almost seven years with Altman & Weil. In addition to her consulting work, she has chaired numerous conferences and led several of the most successful roundtables for law firm professionals. She is also the author or co-author of eight leading books on practice group management and legal project management.

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### Results

- Has worked with approximately 50% of the AmLaw 200 firms on implementing practice group or legal project management.
- Helped many of the largest firms in the U.S. implement effective practice group management (including over 30% of the AmLaw 100) and train their Practice Group Leaders.
- Trained over 5,000 lawyers who hold firm or practice management roles in leadership and management skills.
- Trained over 4,000 lawyers and other legal professionals in legal project management.

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### Publications

#### Books:

- The Practice Group Leader's Handbook for Success *Volume 2* (2023)
- [A Growing LPM Community: How Legal Project management is Evolving and Its Role in Enhanced Client Service](#)

[Delivery eBook](#), published by LawVision (September 2022)

- [Effective Practice Group Leadership \(2nd edition\)](#), contributing author – Chapter 2, Globe Law and Business Ltd (June 2022)
- [Running Legal Like a Business: The Fundamentals of Legal Operations for Law Departments](#), with co-author Connie Brenton, Practising Law Institute (December 2021)
- [The Power of Legal Project Management, Second Edition](#), with co-author David A. Rueff, American Bar Association (December 2021)
- [Guidance for Law Firm Leaders: The Legal Profession in a COVID-19 World](#), contributing author, LawVision (June 2020)
- [Legal Project Management – Increasing Adoption with Technology Solutions](#), with co-author David A. Rueff (November 2016)
- *“Optimizing Practice Management: Driving Profitability and Market Position,”* with co-author Wendy Bernero, ARK Group (May 2015)
- *“Implementing Legal Project Management: The Legal Professional’s Guide to Success,”* with co-author David A. Rueff, LPM Institute (February 2015)
- [The Power of Legal Project Management: A Practical Handbook](#), with co-author David A. Rueff, American Bar Association (January 2014)
- [The Practice Group Leader’s Handbook for Success](#) published by The Hilderbrandt Institute (2005/reprinted 2011)
- [Achieving Peak Performance Through Practice Management: A Practical Handbook](#) (2003)

#### Articles:

- [“Winning the War for Talent with Your Practice Groups – Part 3: Is there any benefit to a ‘free market’ system,”](#) LawVision (April 2022)
- [“Winning the War for Talent with Your Practice Groups – Part 2: Understanding the impact of lawyer attrition and taking action,”](#) LawVision (April 2022)
- [“Winning the War for Talent with Your Practice Groups – Part 1: The role of Practice Groups \(and Practice Group Leaders\) in preventing the ‘Great Resignation’ at your firm,”](#) LawVision (March 2022)
- [“The Latest Trends and Data Points on Legal Project Management,”](#) LawVision (March 2022)
- [“Great Resignation or Great Reshuffle?”](#) ABA Law Practice Today (January 2021)
- [“Legal Project Management – What is it and why should you care?”](#) LawVision (December 2021)
- [“Successful Law Firms Use Legal Project Management. Should You?”](#) Above the Law (December 2021)
- [“Enhancing Practice Group Performance – Part 2: Creating an Ownership Mindset,”](#) LawVision (November 2021)
- [“How to Build and Scale Your LPM Team,”](#) LawVision (November 2021)
- [“Enhancing Practice Group Performance – Part 1: Running Effective Practice Group Meetings,”](#) LawVision (October 2021)
- [“Legal Project Management and the Baylor Law’s R6 Framework,”](#) LawVision (October 2021)
- [“LPM Is For Individual Lawyers Too: Here’s What You Should Know,”](#) LawVision (September 2021)

- ["Legal Project Management: The Second Generation,"](#) LawVision (August 2021)
- ["A Growing LPM Community – Part 5 in a Series – Buy-in is Key to LPM Success,"](#) LawVision (August 2021)
- ["A Growing LPM Community – Part 4 in a Series – When Relevance is the Question, LPM is the Answer,"](#) LawVision (August 2021)
- ["A Growing LPM Community – Part 3 in a Series – Legal Project Management: Beyond Efficiency to Strategy,"](#) LawVision (August 2021)
- ["A Growing LPM Community – Part 2 in a Series – Legal Project Management: When Should You Rollout LPM to the Masses? It's About Demand,"](#) LawVision (August 2021)
- ["A Growing LPM Community – Part 1 in a Series,"](#) LawVision (July 2021)
- ["Practice Group Success: Don't Just Plan, Implement \(Part 3\)"](#) LawVision (June 2021)
- ["The Role of Business Development in Legal Project Management."](#) LawVision (May 2021)
- ["So, What's the Big Deal about Big Data?"](#) PinHawk Legal Administrator Daily (May 2021)
- ["LPM – On the Cusp of Explosion?"](#) LawVision (May 2021)
- ["A Growing LPM Community – In All Parts of the Legal Ecosystem,"](#) LawVision (April 2021)
- ["Practice Group Success: Don't Just Plan, Implement \(Part 2\),"](#) PinHawk Legal Administrator Daily (April 2021)
- ["Practice Group Success: Don't Just Plan, Implement \(Part 1\),"](#) PinHawk Legal Administrator Daily (March 2021)
- ["Who Makes the Best Practice Group Leaders?"](#) PinHawk Legal Administrator Daily (February 2021)
- ["How Legal Project Management Can Tackle Stress and Burnout Attrition,"](#) LawVision (February 2021)
- ["A New \(and Unexpected\) Tool for Improving Diversity and Inclusion – Legal Project Management,"](#) PinHawk Legal Administrator Daily (January 2021)
- ["Optimizing Practice Group Leader Performance – Part 2,"](#) PinHawk Legal Administrator Daily (November 2020)
- ["How Can Managing Partners Optimize Practice Group Leader Performance?"](#) PinHawk Legal Administrator Daily (November 2020)
- ["Is Your Lack of Legal Project Management Resources Compromising Firm Performance?"](#) PinHawk Legal Administrator Daily (October 2020)
- ["Working with Alternative Providers to Change a Company's Use of Legal Services – an Interview with Connie Brenton of NetApp,"](#) LawVision (September 8, 2020)
- ["Rethink Your Practice Group Strategy – Part 3,"](#) PinHawk Legal Administrator Daily (September 2020)
- ["Why Clients Choose ALSPs? It's Not About the Cost! Part 1 on Law Firm Competitiveness,"](#) LawVision (August 12, 2020)
- ["Driving Client Service and Improved Profitability through LPM,"](#) LawVision (July 6, 2020)
- ["Rethink Your Practice Group Strategy – Part 2,"](#) PinHawk Legal Administrator Daily (July 2020)
- ["Rethink Your Practice Group Strategy – Part 1,"](#) PinHawk Legal Administrator Daily (June 2020)
- ["Are You Leading Your Practice Group Effectively,"](#) LawVision (June 9, 2020)
- ["Leading Successful Practice Through COVID-19 – Learn From Your Peers and Pay It Forward,"](#) LawVision (April 15, 2020)

- ["Don't Make the Mistake of Stopping Your Practice Group Meetings Now – Best Practices for Running Them Virtually,"](#) LawVision (April 7, 2020)
- ["Smart Workforce Strategies to Weather the Pandemic Storm,"](#) PinHawk Legal Administrator Daily (April 2020)
- ["Why Your Business Professional Team is Critical to Your Firm's Viability Right Now,"](#) Legal Executive Institute (April 2020)
- ["Practice Group Dynamics: Don't Stop Your Practice Group Meetings Now, Keep Them Running Virtually – Here's How,"](#) Legal Executive Institute (March 2020)
- ["Pandemic Workforce Strategies to Weather the Pandemic Storm,"](#) LawVision (March 23, 2020)
- ["Practice Group Dynamics: Practice Groups vs. Industry Groups – Which Works Better?"](#) Legal Executive Institute (Jan 2020)
- ["Practice Group Dynamics: Creating Group Cohesion and Success with 'Real' Goals and Effective Business Plans,"](#) Legal Executive Institute (Dec 2019)
- ["Practice Group Dynamics: Setting Your Practice Groups Up for Success,"](#) Legal Executive Institute (Sept 2019)
- [Increasing Efficiency and Driving Results with Legal Project Management: A Program for In-House and Outside Counsel Interview with Helga Butcher, Chris Grant, and Stephanie Hamon of Barclays,](#) CLOC (Dec 2018)
- Opinion/Interview in ["Legal Project Management – What It Is and Why You Should Care,"](#) Legal Executive Institute (Oct 2018)
- ["Are Your Practice Groups Working? 5 Reasons Why Law Firm Practice Management Structures Don't Work,"](#) The National Law Review (Sept 2018)
- ["An Interview with Barclay's Stephanie Hamon,"](#) Thomson Reuters Forum Magazine (May 2018)
- ["Legal Project Management: Is It Really Worth It?"](#) The National Law Review (March 2018)
- ["Legal Project Management: You Can't Fake It Anymore \(Part 2\) -Service Delivery as Part of Strategy and Differentiation,"](#) The National Law Review (Feb 2018)
- Expert Opinion in ["Legal Aid,"](#) PMNetwork (Jan 2018)
- ["Forging Positive Relationships Between Legal Operations and Outside Counsel,"](#) Corporate Counsel (May 2017)
- ["Changing Performance Metrics for Legal Services,"](#) Thomson Reuters Forum Magazine (Vol. 3, 2017)
- ["The Practice Group Leader as Change Agent,"](#) chapter in [Effective Practice Group Leadership,](#) Ark Group (2017)
- Expert Opinion in ["Twin Cities Law Firms Embrace Ideas from Factories to Lower Costs, Improve Efficiency,"](#) Star Tribune (March 2017)
- ["Law Firm Pricing: Focusing on the Right Problem,"](#) Thomson Reuters Forum Magazine (April 2016)
- ["Should Lawyers be Project Managers?"](#) Thomson Reuters Legal Executive Institute (July 2015)
- ["Implementing Legal Project Management: Is There a Right Place to Start?"](#) American Bar Association (Dec 2014, also submitted to Practising Law Institute, Jan 2015)
- Over 100 other articles written/some are available on request.

## Speaking Engagements

- What BD Professionals Need to Know about Legal Project Management, Legal Sales & Service Organization (LSSO) (October 2021)
- Introduction to Managing Matters Effectively Using Legal Project Management, myLawCLE (September 2021)
- “Legal Project Management – Current Trends and Developments”, ABA Business Law Section M&A LPM Task Force (April 2021)
- “Legal Project Management – Keys to Managing Matters Effectively”, Legal Practice Course, Law Society of Singapore (February 2021)
- “Three Powerful Tools for Litigation”, Baylor Law Litigation Management Program (December 2020)
- Southern University Law Center, Guest Lecturer, “*Keys to Managing Matters Effectively*” (September 2020)
- “Driving Client Service and Improved Profitability Through Legal Project Management,” International Bar Association BD Global Summit (September 2020)
- Burford Capital Webinar, “Hard Times, New Ideas – Approaches for Driving Successful Litigation Practices” (July 2020)
- Community of Legal Innovators, Guest Lecturer (CLI), “*Keys to Managing Matters Effectively*” (July 2020)
- “Post Pandemic Considerations for Legal”, Legal Value Network (June 2020)
- P3 – The Practice Innovation Conference, Moderator, Closing Panel (June 2020)
- University of Pennsylvania Law School, Guest Lecturer on Legal Project Management for Law Firm Management in the New Normal (May 2020)
- P3 – The Practice Innovation Conference, “*Innovationville: How Law Firm Innovation Chiefs are Making an Impact*” (June 2019)
- 2019 CLOC Institute, “*Leveraging Legal Project Management to Ensure Effective Pricing and Management of Your Matters by Outside Counsel*” (May 2019)
- “*Achieving Better Matter Outcomes Using Legal Project Management*” (May 2019)
- Attorney Search Group Partner Podcast, “Legal Project Management and Innovation” (Jan 2019)
- P3 – The Practice Innovation Conference, “*Driving Adoption and Demonstrating ROI for Legal Project Management Initiatives*” and “*Scoping Work and Handling Scope Changes – the Key to Reduced Write-Offs/Downs*” (May 2018)
- 2018 CLOC Institute, “*Leveraging LPM, AFA’s and More for Effective In-house Legal Pricing Practices*” and “*Driving Competitive Advantage: The Foundation for Legal Department Strategy*” (April 2018)
- Lexpo, “*LPM: Latest fad or table stakes? What LPM is and why it matters*” (April 2018)
- LawVision Group and LPM Institute, “*Legal Project Management – Two Day Certification Course*” (Annual, 2018-2010)
- Practising Law Institute, “*Project Management for Lawyers*” (Annual, 2020 – 2011)
- 25th Annual Marketing Partner Forum, “*Advancing Collaboration: Integrating Legal Project Management in Firmwide Business Development*” (Jan 2018)
- 24th Annual Marketing Partner Forum, “*Learning from Failure and Success: Mastering Legal Project Management*”

*and Preventing Unsuccessful Client Engagements” (Jan 2017)*

- LawVision Group and LPM Institute, “*Legal Project Management – Two Day Certification Course*” (London, July 2016)
  - 2016 Lex Mundi Americas Regional Knowledge Management Roundtable, “*The Importance of Knowledge Management in Legal Project Management – Increasing Efficiency and Profitability*” (Jan 2016)
  - Corporate Counsel CLE Seminar, “*Relationship Management: Litigation Budgets That Work*” (Feb 2015)
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## Professional Associations & Boards

- National Advisory Panel, Baylor Law Executive LLM in Litigation Management (2020 – present)
  - Inaugural Board of Advisors, Penn Law Center on the Future of the Profession
  - Founder and Chair, LPM Institute
  - Member, CLOC (Corporate Legal Operations Consortium) LPM Committee
  - Chair of the annual program, Project Management for Lawyers, Practising Law Institute (2010 – present)
  - Fellow, College of Law Practice Management
  - Past Member, Research on the Future of the Legal Profession Committee, ABA
  - Past Member, House of Delegates, ABA
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## Education

- J.D., University of Pennsylvania
  - M.B.A., Villanova University
  - B.S., University of North Carolina – Chapel Hill
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## Key Service Areas

- [LPM Coaching & Implementation](#)
  - [Leadership Training & Workshops](#)
  - [LPM Assessments](#)
  - [Organization Structure & Implementation](#)
  - [Retreat/Meeting Facilitation](#)
  - [LPM Training & Certification](#)
  - [LPM Training & Coaching](#)
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- [Leadership Training & Development](#)
- [Practice Management Assessment](#)