

New Year's Resolutions: What's January 22nd Got to Do with It?

By [LawVision](#) on December 29, 2014

With our “Naughty” and “Nice” lists filed away for the season, many of us are becoming increasingly introspective about the year’s accomplishments and opportunities for improvement. As we begin to ponder both professional and personal goals for 2014, I’m reminded of the conventional wisdom that it takes 21 days to make a new behavior a habit.

Although the theory has its skeptics – *Jay Z and Beyoncé not included* – there’s undeniable value in setting timelines around goals and resolutions. That’s why over the next 21 days I challenge you to create a habit of thinking differently about your firm’s talent strategy.

During your morning commute, first cup of coffee or whenever fits your routine, take a few minutes each day to develop the habit of thinking innovatively about your firm’s approach to talent. Here are five questions to get you started:

1. What was our most significant talent initiative in 2014, and how would we gauge the success of that investment?
2. What factors made our firm successful—or *unsuccessful* – in retaining key talent and bringing the right people on board in 2014?
3. How did we support and engage with the multiple generations of lawyers at our firm in 2014, including differing approaches to project assignments, evaluations, interaction with clients and practice development?
4. What is our most important talent initiative for 2015, and what challenges are there to its being successful? (Have we defined what “success” means for this initiative?)
5. What do we want our firm to look like in 2020, and how do we align the firm’s talent to meet those goals?

As Albert Einstein once stated, “We can’t solve problems by using the same kind of thinking we used when we created them.” All of us at LawVision Group wish you an exceptional January 22nd, as well as an enriching, exciting and prosperous New Year.