

WISNIK LAW FIRM PROFESSIONAL DEVELOPMENT SURVEY 2011

BY EVA WISNIK

OCTOBER 2011



Our goal is to help
you achieve your

goals

WISNIK CAREER ENTERPRISES, INC.

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OUR GOAL IS TO HELP YOU ACHIEVE YOUR GOALS

Dear Friends of Wisnik,

We wanted to share the current findings from the Wisnik Law Firm Professional Development Survey with you. The attached information is based on a survey sent to Chiefs, Directors, Managers, and Coordinators at top law firms throughout the nation this past September, 2011. The results that follow were generated from 77 responses. Thank you to all of those who participated!

Our goal in sharing this information with you is to offer benchmarks for where you, your staff, and your department fall as compared to your peers. We believe that these salary and bonus numbers reflect the current market accurately. By this, I mean that if a firm were to call tomorrow and ask what they needed to pay a PD manager, I would confidently quote them the numbers in this report.

We hope that you find the enclosed information valuable. Your responses to this Wisnik Law Firm Professional Development Survey helped us to capture and confirm market trends. This year, we conducted several other surveys for recruiting and marketing, which are available on www.wisnik.com and will enable you to see market trends in the legal industry.

Have a wonderful Fall and please let us know if there is any way we can help you achieve your goals!

All the best,
Eva Wisnik

EVA'S BIO



Eva Wisnik
*President, Wisnik
Career
Enterprises, Inc.*

Eva Wisnik founded **Wisnik Career Enterprises, Inc.** in 1996 after serving as Director of Recruitment and Training for Schulte Roth & Zabel and Cadwalader, Wickersham & Taft. Over the past 15 years, she has worked with over 100 law firms, including 74 of the AmLaw 100. Eva has conducted over 600 training programs for attorneys on topics that include Business Development Skills, Time Management and Myers Briggs. In addition, **Wisnik Career Enterprises, Inc.** has conducted 31 salary surveys for law firm professionals since 1998.

Eva holds an MBA in Marketing from Fordham University and a BA in Psychology from Barnard College.

SUMMARY OF INTERESTING SURVEY RESULTS

- 37% of respondents have been promoted with a title change in the past 2 years
- 72.6% received a bonus AND a raise last year
- 34% split their time between PD and recruiting responsibilities
- 52% of firms have developed attorney core competency models
- 36% have law degrees

92% of respondents plan on being in PD 3 years from now
33% of respondents say their department has increased in size

PROFILE OF A PD PROFESSIONAL

RESPONSE BREAKDOWN

Total of 77 PD Professionals' Salary
and Industry Information

■ By Position

- Chief: 6
- Director: 24
- Manager: 31
- Coordinator: 16

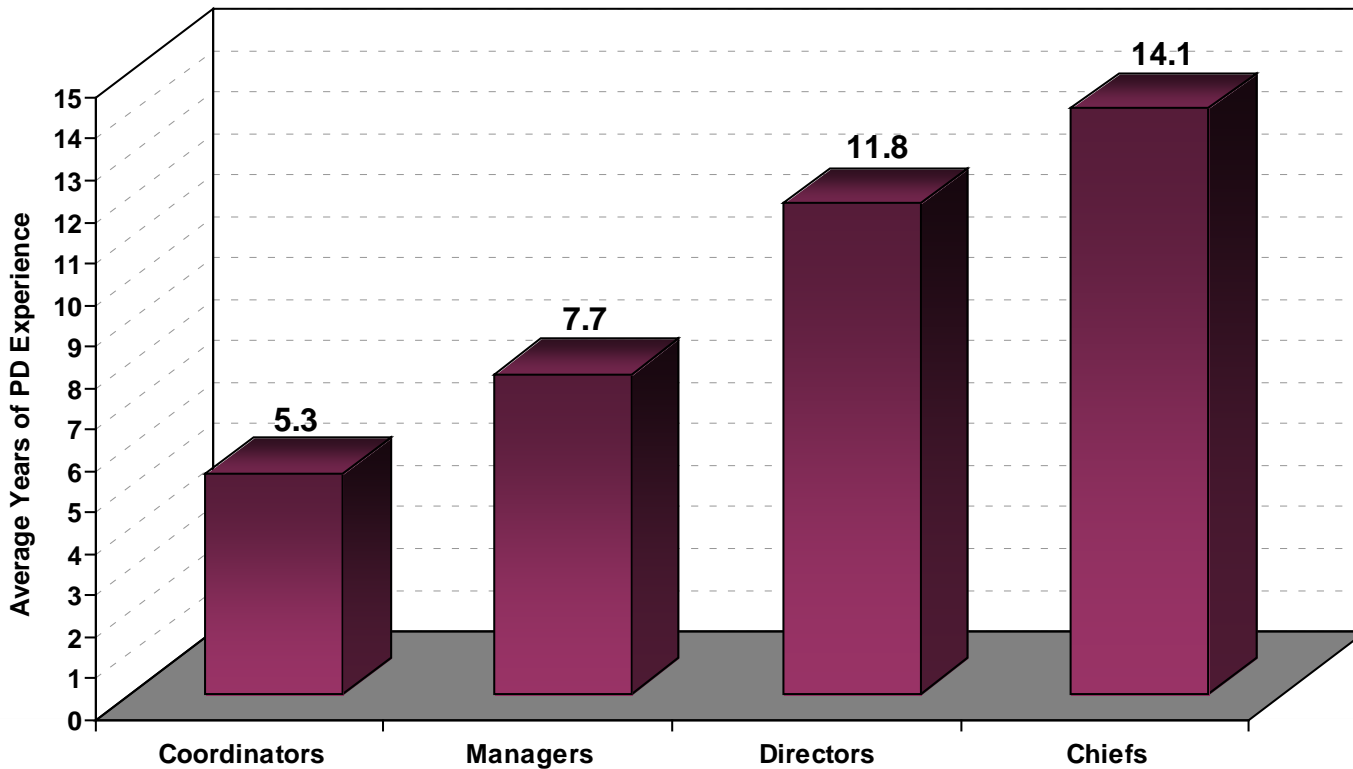
■ By Location

- Chicago: 11
- New York: 35
- Washington, DC: 12
- California: 7
- Other: 12

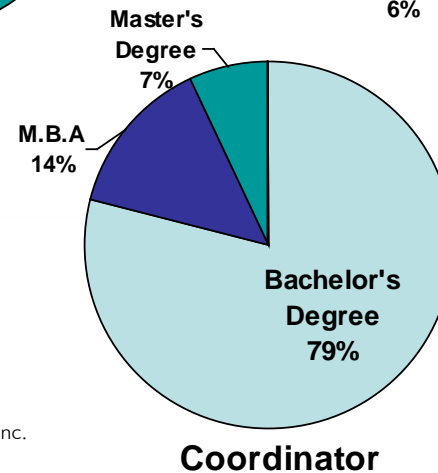
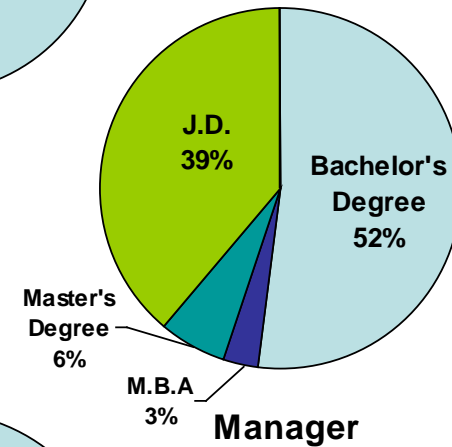
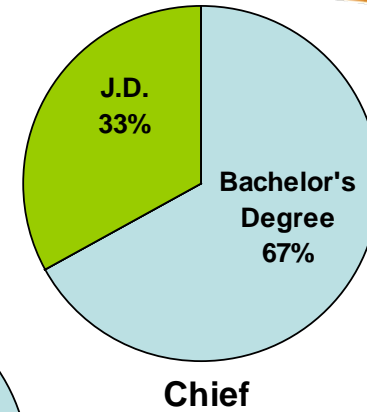
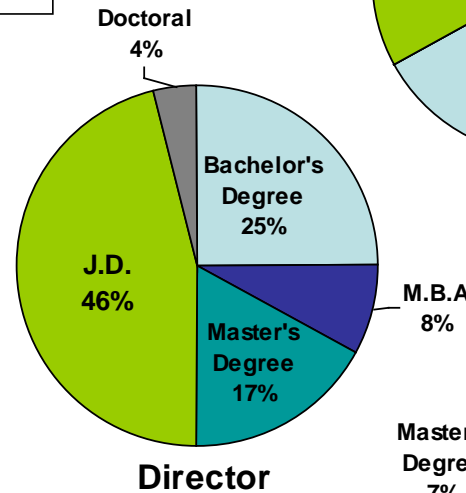
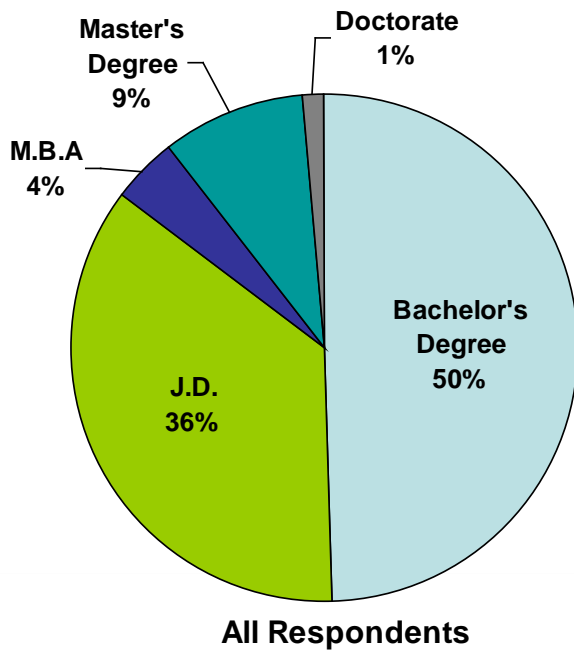
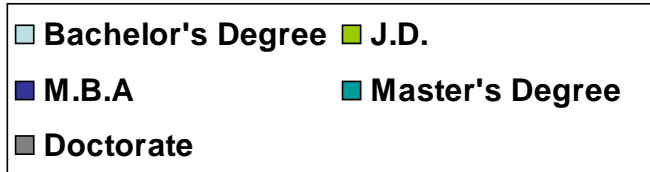
■ By Firm Size

- 1–249: 7
- 250–499: 7
- 500–749: 12
- 750–999: 15
- 1000+: 23

LAW FIRM PD PROFESSIONALS: YEARS OF PD EXPERIENCE



RESPONDENTS' LEVEL OF EDUCATION BY TITLE



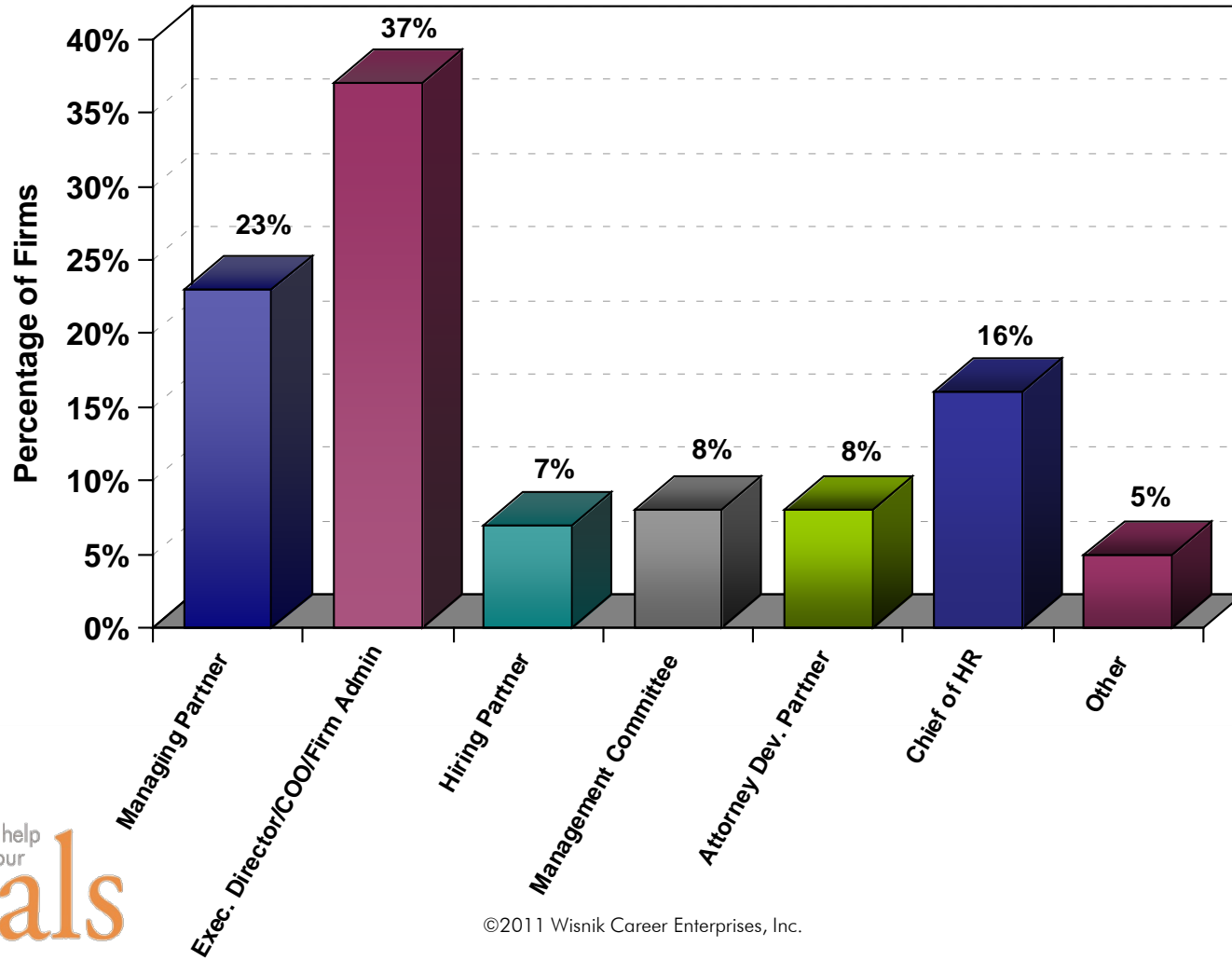
WISNIK SALARY FINDINGS

AVERAGE PD SALARIES

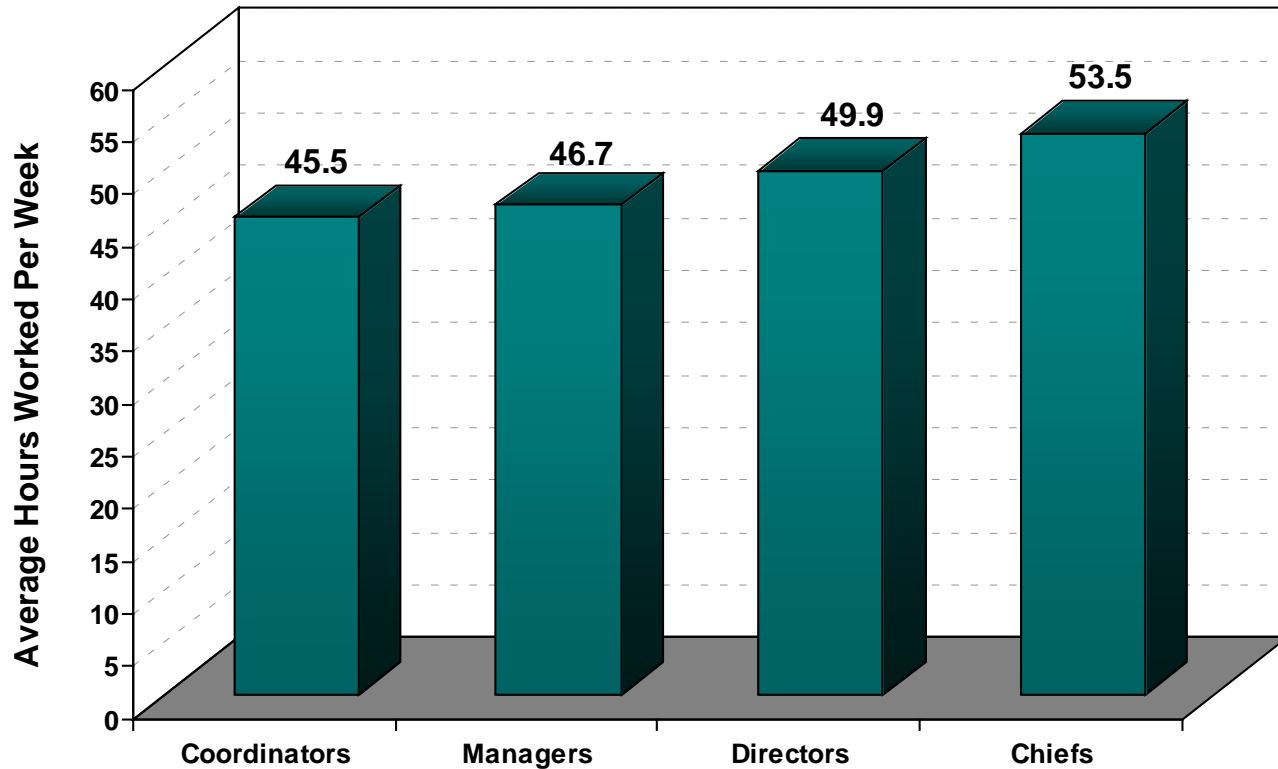
<u>Title</u>	<u>Average Salary</u>	<u>Median</u>	<u>Salary Range</u>
Chiefs (5):	\$291,500	\$300,000	\$210k - \$400k
Directors (16):	\$195,500	\$185,000	\$110k - \$365k
Managers (24):	\$110,781	\$106,500	\$68k - \$175k
Coordinators (12):	\$64,333	\$60,000	\$41k - \$115k

WISNIK PROFESSIONAL DEVELOPMENT INDUSTRY FINDINGS

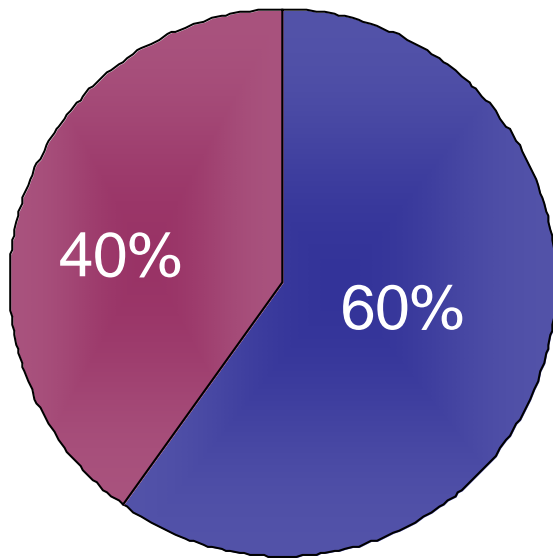
REPORTING STRUCTURE: WHO DOES THE PD DEPARTMENT REPORT TO?



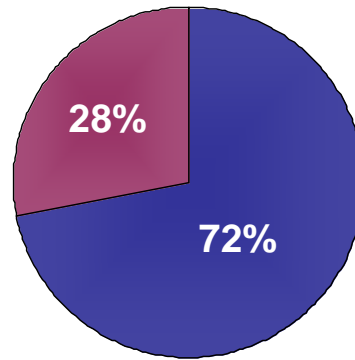
AVERAGE HOURS WORKED PER WEEK, SINCE JANUARY 1, 2011



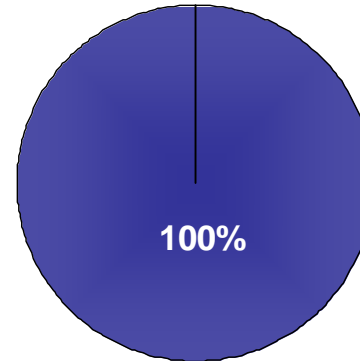
ARE YOU SATISFIED WITH YOUR CURRENT COMPENSATION?



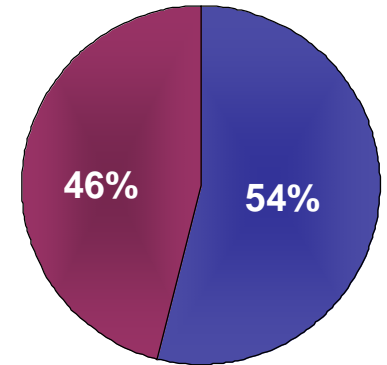
All Respondents



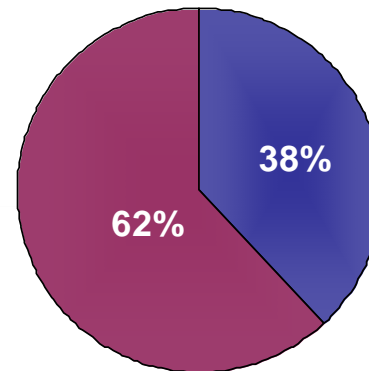
Directors



Chiefs

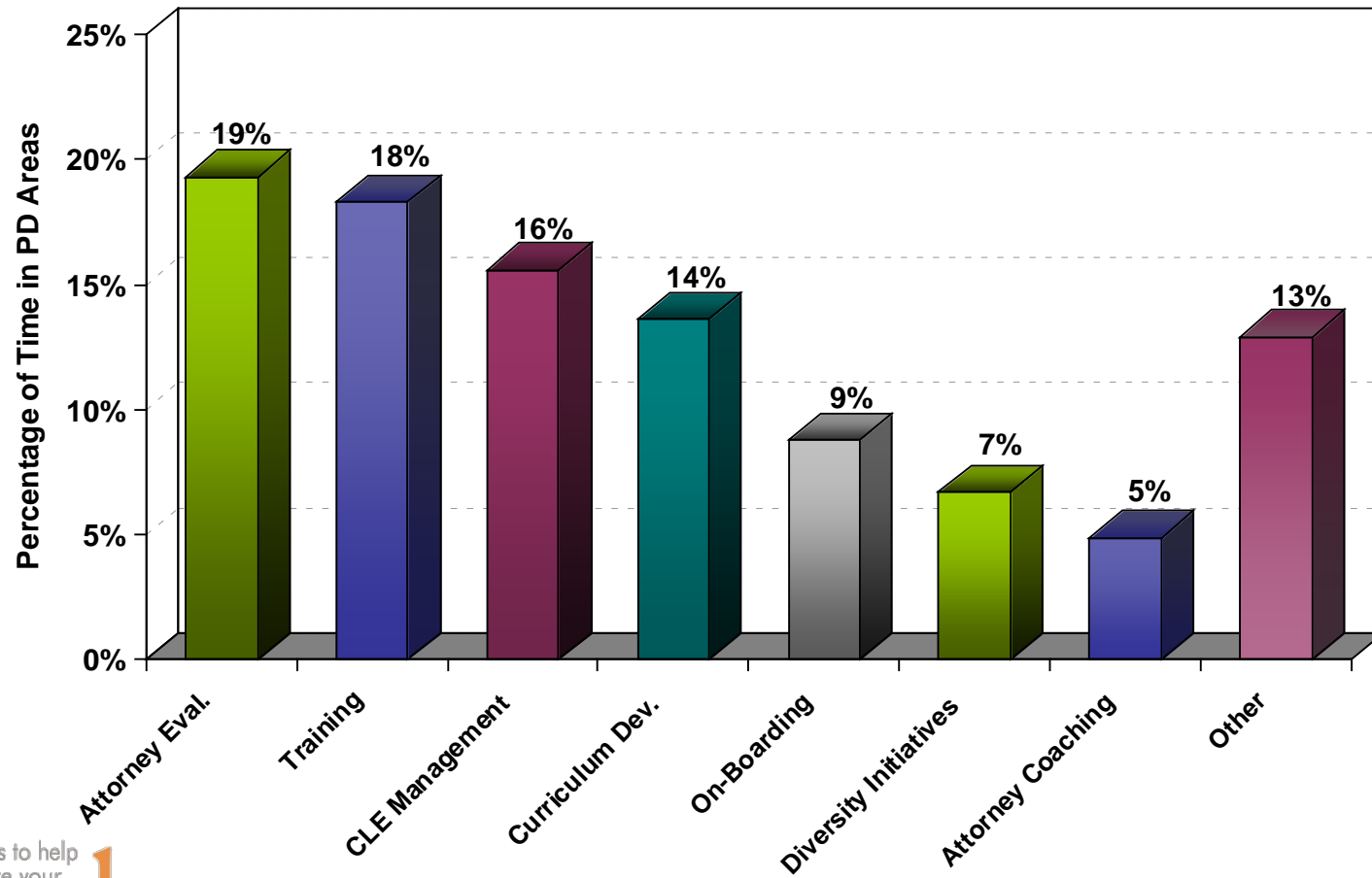


Managers



Coordinators

WHERE DO YOU SPEND YOUR TIME?



WHAT'S BEEN KEEPING YOU BUSY?

- Training
 - Curriculum Development, Attorney Retreats, CLE Programs, Practice Group Training, Project Management Training, Leadership and Management Training
- Attorney Performance Evaluations
- Coaching & Mentoring Programs
- On-Boarding
- Core Competency Models
 - Development, Roll-out

WHICH PROGRAMS ARE BEST ATTENDED BY YOUR ATTORNEYS?

- Ethics
- Practical skills workshops:
 - Project Management, Legal Writing, Presentation Skills, Leadership & Management Skills, Trial and Deposition Training, Law Firm Economics
- Business Development
- Practice Group specific programs
- CLE with lunch provided

IF YOU HAD THE RESOURCES, WHERE WOULD YOU SPEND YOUR TIME?

Top Responses
Training Programs
Mentoring & Coaching Programs
Retreats
Consulting Projects (i.e. competency modeling, revamping evaluation process)

- “Providing more Management Training to rising stars and future leaders”
- “Career Advisory Program”
- “Project Management Training”
- “Revolutionizing the Mentoring Program”
- “Preparing Mid-level and Senior Associates for the demands of Partnership”
- “More Attorney Retreats to offer concentrated training”
- “Core Competency development”

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