

THE LAW FIRM OF THE FUTURE

Performing Due Diligence on Lateral Hires

by

Roger E. Barton, Esq.

Managing Partner, Barton LLP

Michael Ellenhorn

Founder and CEO, Decipher Investigative Intelligence

Uri Gutfreund

SVP and Managing Principal, Ames & Gough

John Remsen, Jr.

President, TheRemsenGroup

MPF WEBINAR

POWERED BY

TheRemsenGroup
Smart Strategies for the Forward Thinking Law Firm

TheRemsenGroup.com

ROGER E. BARTON

Managing Partner



Roger E. Barton is the Managing Partner of Barton LLP. He applies his management expertise and over 30 years of experience to leading a firm that is dedicated to providing its clients with quality and results through a practical and business-minded approach.

Roger is an accomplished litigator with an international reputation for achieving outstanding results for his clients. He has been rated by *The American Lawyer*, *Corporate Counsel Magazine* and the *National Law Journal* as one of the Top Commercial Litigators in the United States and has an “AV Preeminent” peer review rating in *Martindale*, the highest rating in the legal profession for professional excellence and ethical standards. He is a Senior Fellow of the Litigation Counsel of America, the invitation-only trial lawyer honorary society limited to less than one-half of one percent of lawyers in America. He has been recognized by *Best Lawyers in America* and has consistently been selected to *Super Lawyers* in Thomson Reuters’ annual survey of the top 5% of lawyers in the New York Metro Area, 2013 to present.

Roger has tried numerous bench and jury cases to conclusion in the U.S. Federal District Courts, U.S. Tax Court and in state courts across the country. He has argued Federal appeals in the Second and Third Circuits and at the state level. He is also an experienced practitioner in the various forms of ADR including mediation and arbitration both domestically and internationally as well as the enforcement and appeal of international arbitration awards.

Roger’s clients range from large corporate and financial institutions to privately held businesses and senior executives. He routinely litigates cases involving failed financial transactions, breach of contract, securities and common law fraud, shareholder and partner disputes, investor actions, broker-dealer and FINRA matters, employment, including non-compete and non-solicit actions, and senior executive compensation. Roger is also a Designated Author & Analytical Columnist for *Reuters Legal News* and *Westlaw Today* in the areas of Securities Litigation & Regulation and the Business of Law.

Roger combines his substantive expertise as a litigator with his practical business skills. He views each case as an opportunity to partner with his client in early case assessments, analyzing business goals and developing strategy and budgeting to achieve a disposition consistent with the desired business result. He is frequently asked to lead seminars across the country for in-house counsel audiences on the topic of managing litigation as a business.

In conjunction with the Firm’s corporate attorneys, Roger counsels domestic and foreign financial institutions, emerging growth companies, foreign startups, hedge funds, private equity funds, venture capital funds and privately held corporations in connection with corporate governance, mergers, acquisitions, corporate finance, restructurings, joint ventures and international alliances.

Roger is a member of the Board of Directors of BritishAmerican Business, Inc., a member of BAB Executive Committee, as well as Chair of BAB Accelerate. Prior to Barton, Roger was with Sidley Austin in New York.

Contact

P: 212.885.8816

F: 212.687.3667

rbarton@bartonesq.com

Education

Fordham University School of Law, J.D.

University of Michigan, A.B., with honors

Admissions

State of New York

United States District Court for the Southern
District of New York

United States District Court for the Eastern
District of New York

United States Court of Appeals for the Second
Circuit

United States Court of Appeals for the Third
Circuit

United States Tax Court

Memberships

American Bar Association

Litigation Section

Committee on Corporate Counsel

Committee on Commercial Litigation and
International Section

BritishAmerican Business, Inc.

Member, Board of Directors

Member, Executive Committee

Chair, BAB Accelerate

BUILD NYC, Member of the Board of Directors

Leaders In Law Institute, Director

New York State Bar Association

Practices

Arbitration

Artificial Intelligence

Bankruptcy, Creditors' Rights and Restructuring

Business Transactions

Commercial Litigation

Executive Compensation and Separation

Labor, Employment and Executive Compensation

Labor and Employment Disputes

Securities Litigation, Regulatory Investigations,
and Enforcement

Industry Experience

Advertising, Marketing and Public Relations

Art, Fashion, Beauty, and Design

Finance

Generation and Energy Services

Investment Management

Investor Relations

Manufacturing and Distribution

Real Estate

Technology

Honors

Senior Fellow of the Litigation Counsel of
America

Martindale AV Peer Review Rated

Selected by *Super Lawyers* from 2013 to present

Designated Author & Analytical Columnist for
Reuters Legal News / Westlaw Today in the
Areas of Securities Litigation & Regulation and
the Business of Law

Recognized by Best Lawyers, 2024



MICHAEL ELLENHORN

FOUNDER & CEO



“Our growth mindset is the engine that drives everything else. Without a growth mindset, all the other things we want to do – service, innovation, development – none of that works. Growth mindset is the spark that lights the fire.”

Michael founded Decipher to help clients create safer, more productive and more profitable workplaces through reliable investigative intelligence. Michael counsels clients on mitigating risks associated with the hiring process and is a frequent speaker on the topic of lateral hiring, integration, and talent acquisition strategy at law firm retreats and industry conferences, among them:

- Marketing Partner Forum
- Legal Marketing Association
- Thomson Reuters’ COO-CFO Forum
- International Bar Association
- Legal Value Network
- Association of Legal Administrators
- American Bar Association’s National Legal Malpractice Conference

Under his leadership, Decipher has been recognized among the St. Louis Business Journal’s “[Best Places to Work](#)” and honored for [innovation in corporate philanthropy](#).

The MPF Webinar Series



The MPF Webinar Series: Building the Law Firm of the Future

Performing Due Diligence on Lateral Hires

An MPF Webinar with Michael Ellenhorn and Roger Barton

July 17, 2024 – 2:00-3:00pm ET



Welcome



Uri Gutfreund

Senior Vice President and Managing Principal, Ames & Gough



John Remsen, Jr.

President and CEO, Managing Partner Forum
President, TheRemsenGroup



The MPF Webinar Series



Today's Guest Speakers



Michael Ellenhorn

Founder President and CEO, Decipher Investigative Intelligence



Roger E. Barton, Esq.

Managing Partner, Barton LLP



UPCOMING PROGRAMS IN 2024

- **MPF Webinar Series** – Third Wednesdays @ 2pm ET
- **The MPF Fall Symposium** – *Empowering Women* – October 8-9, 2024, in Chicago
- **The MPF Weekly** – Friday mornings
- **MPF Listserv** and Monthly **MPF Zoom Calls**
- MPF Website – www.ManagingPartnerForum.org



The MPF Webinar Series



Managing Partner Forum®
ADVANCING THE BUSINESS OF LAW



TODAY'S WEBINAR

- **Performing Due Diligence on Lateral Hires**
- 110 Managing Partners and Law Firm Leaders
- Registrant Survey Results and Audience Polling Questions
- On-Demand Recording, Handout Materials
- Your Feedback on Today's Session



TheRemsenGroup
Smart Strategies for the Forward Thinking Law Firm



Managing Partner Forum®
ADVANCING THE BUSINESS OF LAW



AUDIENCE POLLING QUESTION

How many lawyers are with your law firm?

11.43%	Less than 10 lawyers
25.71%	10-25 lawyers
14.29%	26-50 lawyers
28.57%	51-100 lawyers
20%	More than 100 lawyers



TheRemsenGroup
Smart Strategies for the Forward Thinking Law Firm



AMES & GOUGH

The MPF Webinar Series





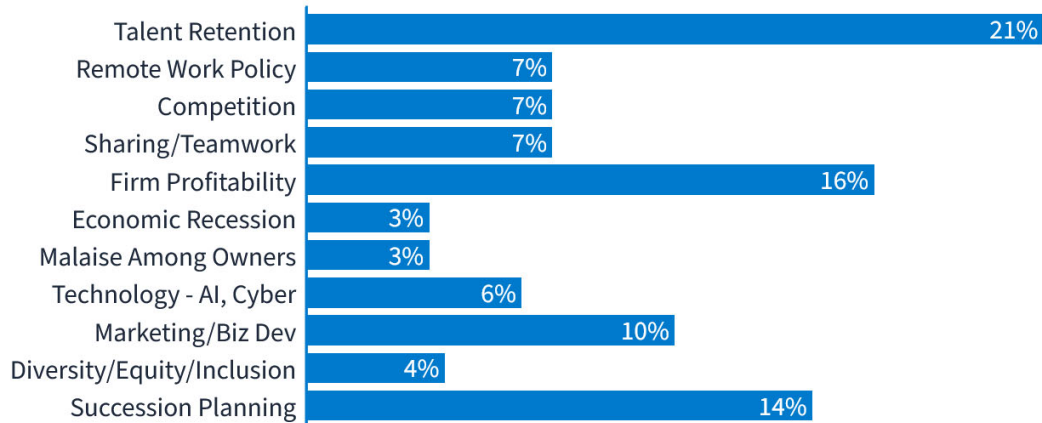
MPF 2024 Leadership Conference May 2024 - Live Polling Results

- 105 managing partners and firm leaders
- Leading firms ranging in size from 2-750 lawyers
- 24 US states, DC, Puerto Rico, Canada, BWI
- 49% of you have been here before

TheRemsenGroup

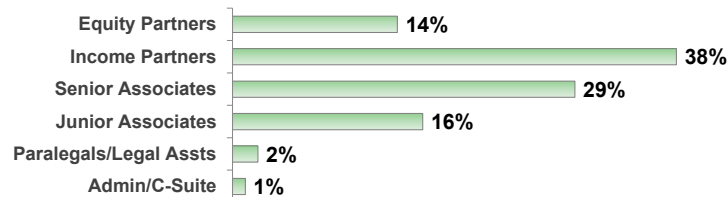
The MPF Webinar Series

From the list below, please indicate the TOP THREE CHALLENGES currently facing your Firm.

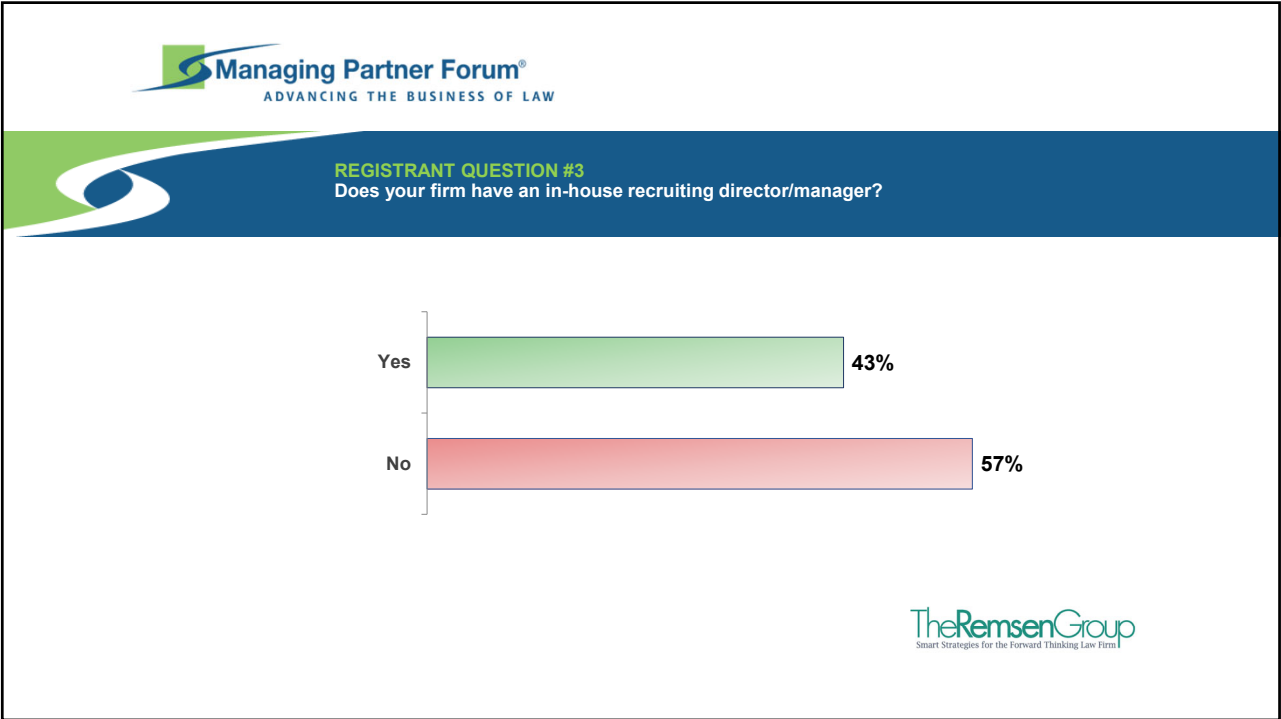
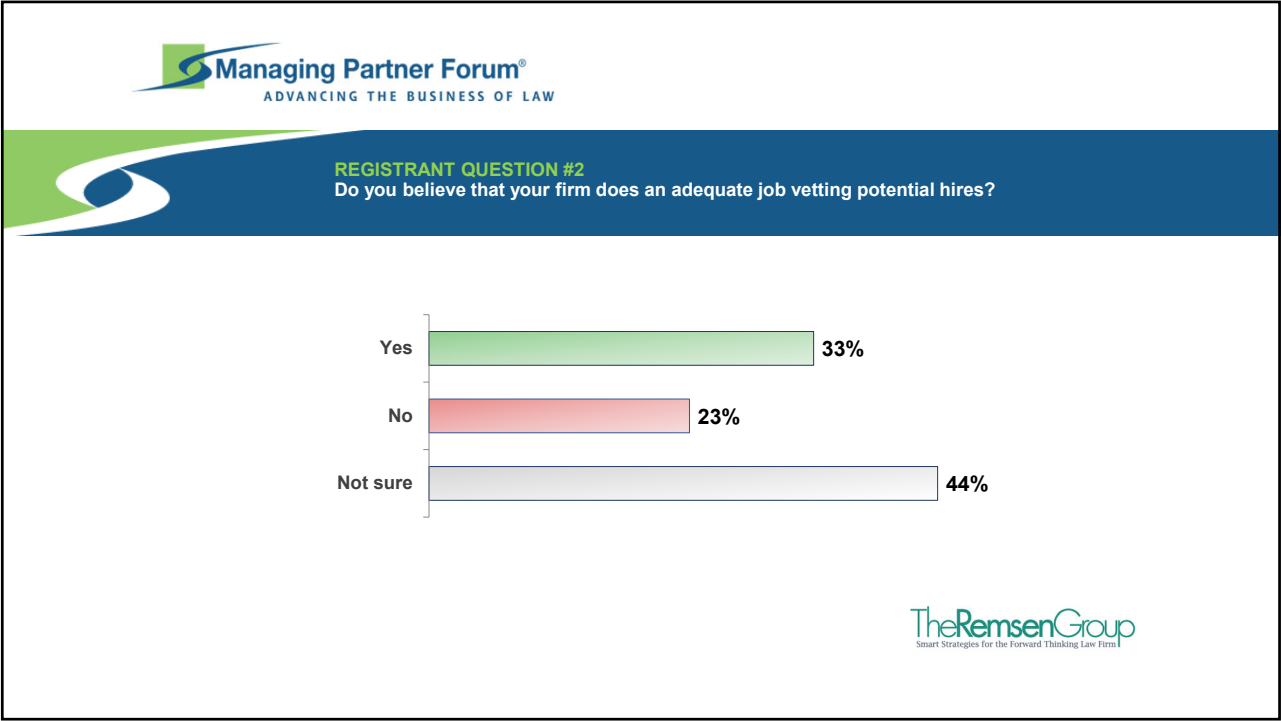


REGISTRANT QUESTION #1

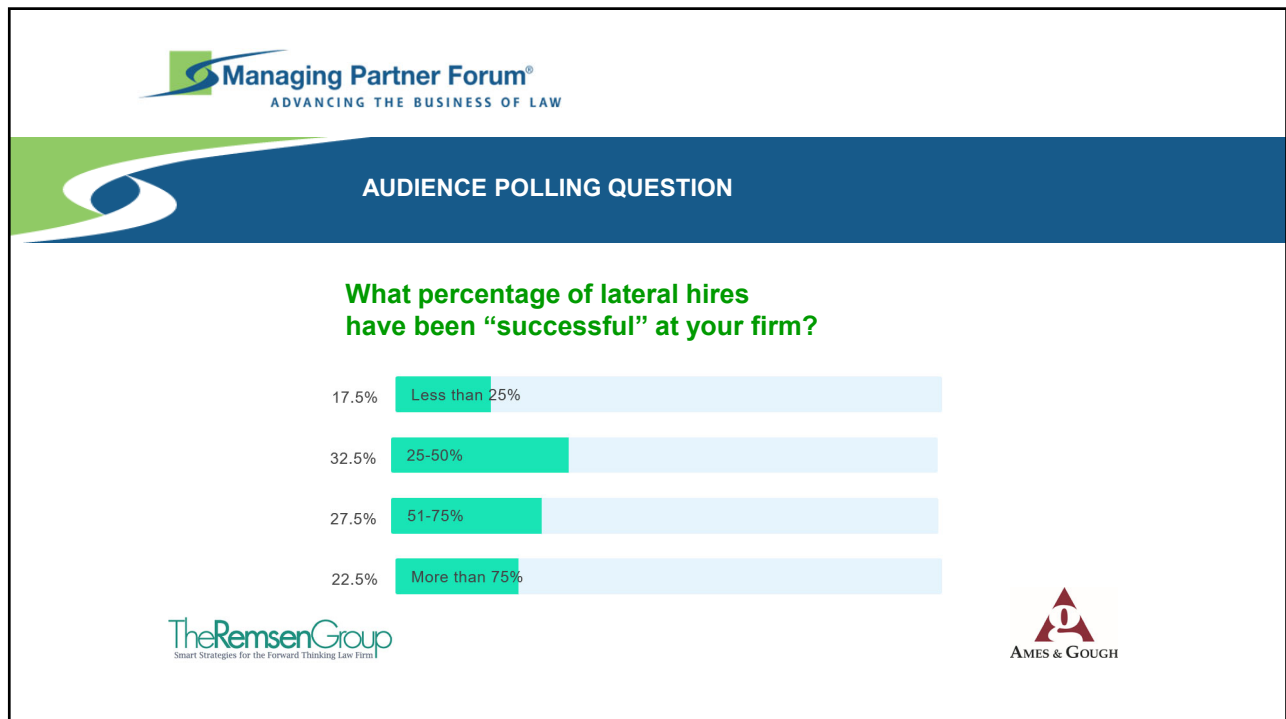
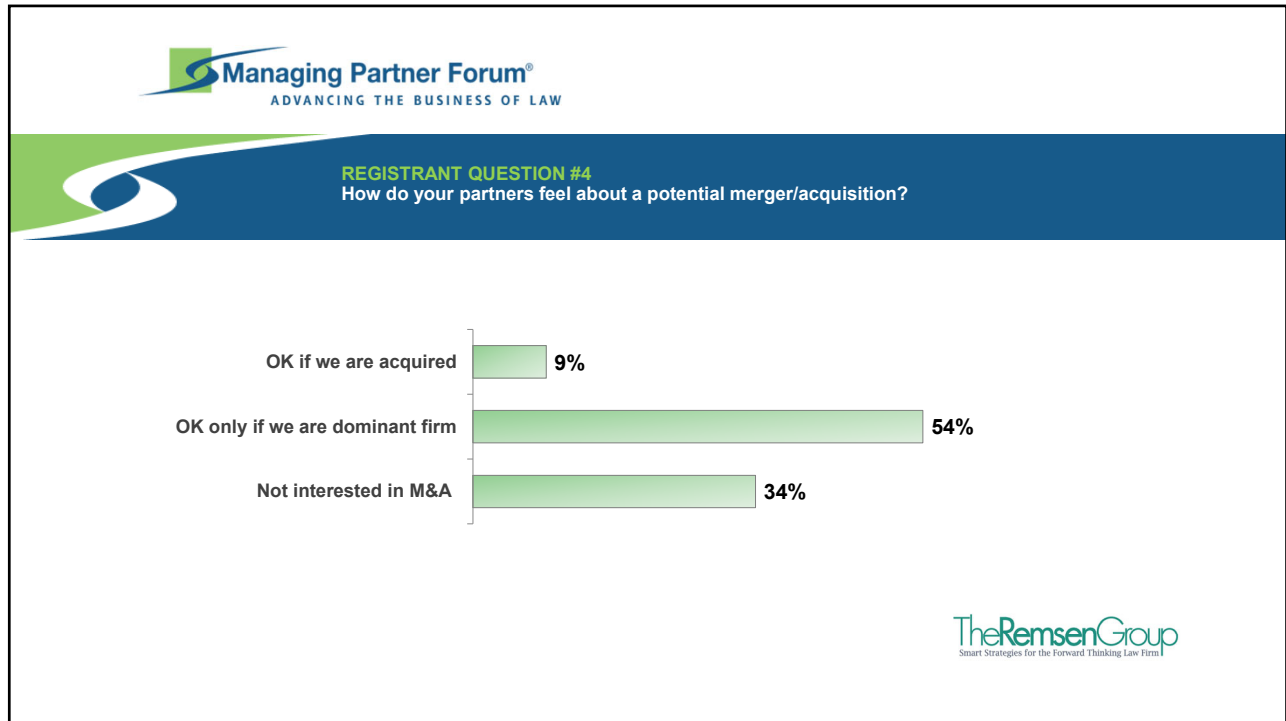
At what level (if any) is your firm most actively pursuing new talent?



The MPF Webinar Series



The MPF Webinar Series



The MPF Webinar Series



MICHAEL ELLENHORN
Founder & CEO
Decipher Investigative Intelligence

Managing Partner Forum

decipher.
INVESTIGATIVE INTELLIGENCE

85%

have had **ONE**
red flag over the
past year

43%

have had **THREE**
or more red flags

Serious candidate
red flag rates
increased nearly

50%

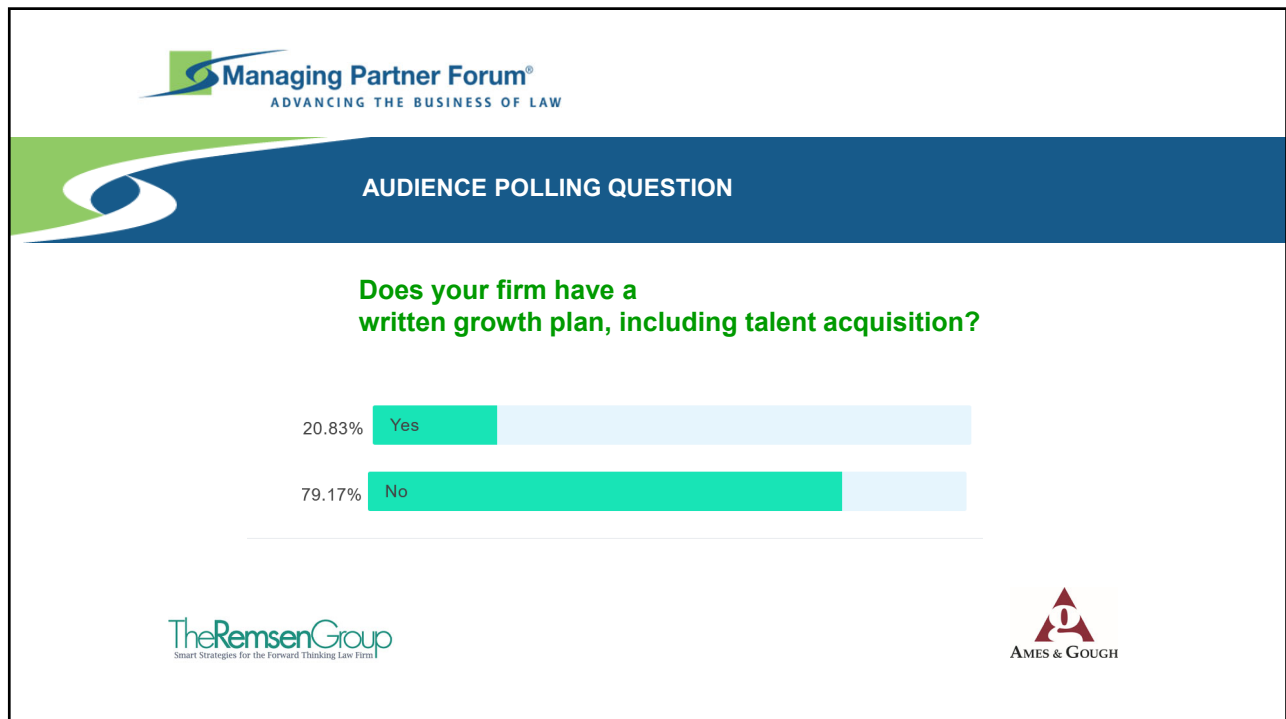
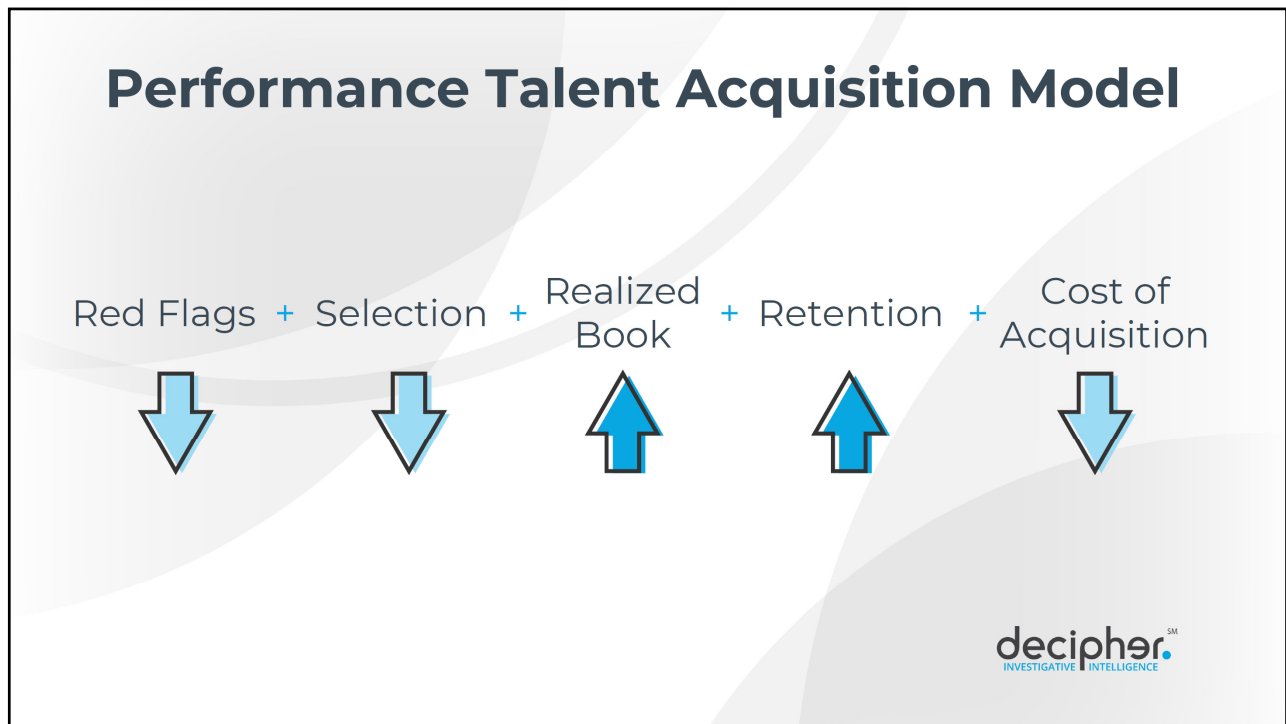
between
2022 and 2023

decipher.
INVESTIGATIVE INTELLIGENCE

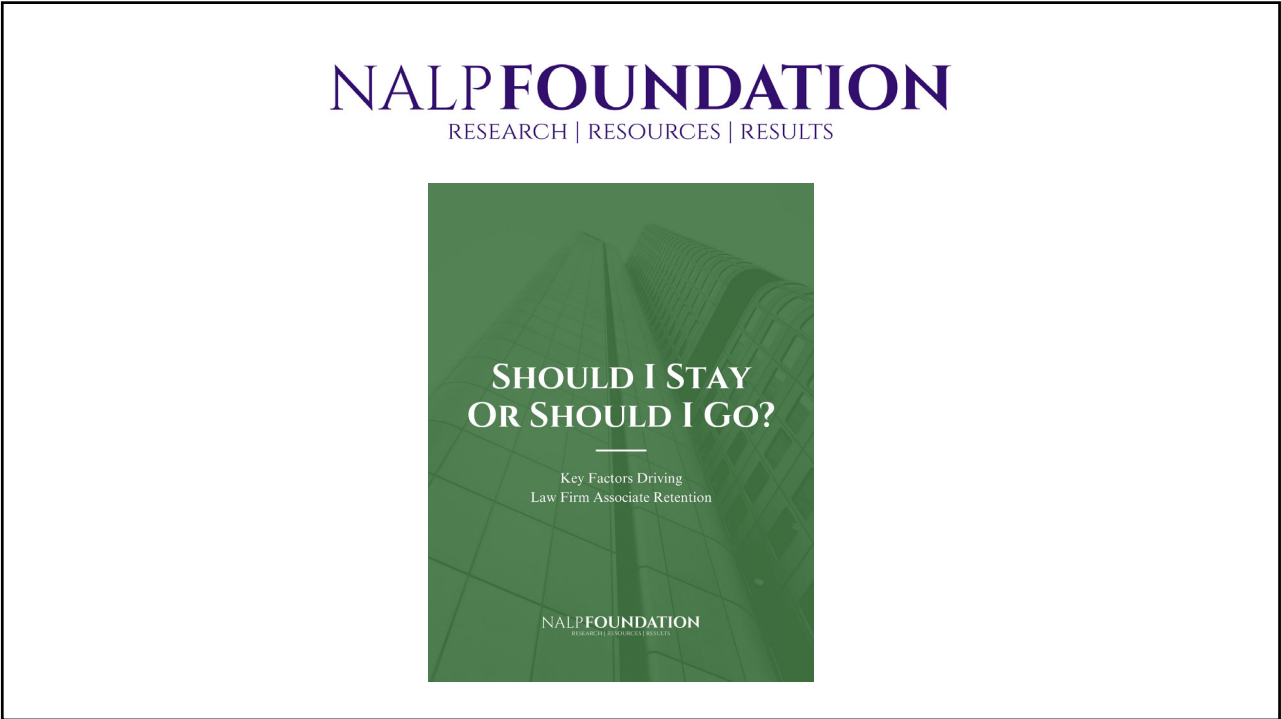
The MPF Webinar Series



The MPF Webinar Series



The MPF Webinar Series



15 Key Factors

Community, Culture and Inclusion:

- Firm Culture/Social Ties
- Diversity, Equity and Inclusion
- Pro Bono/Community Involvement

Compensation, Benefits and Policies:

- Compensation
- Benefits
- Firm Policies (e.g., billable hours, leave)
- Hybrid Work Policies (remote or flexible work)

Location and Reputation:

- Location
- Market Perception (e.g., prestige of firm)

Professional Development and Growth:

- Career Path
- Mentoring
- Practice Area Alignment with Personal Interest
- Professional Development
- Work Allocation/Workflow Management

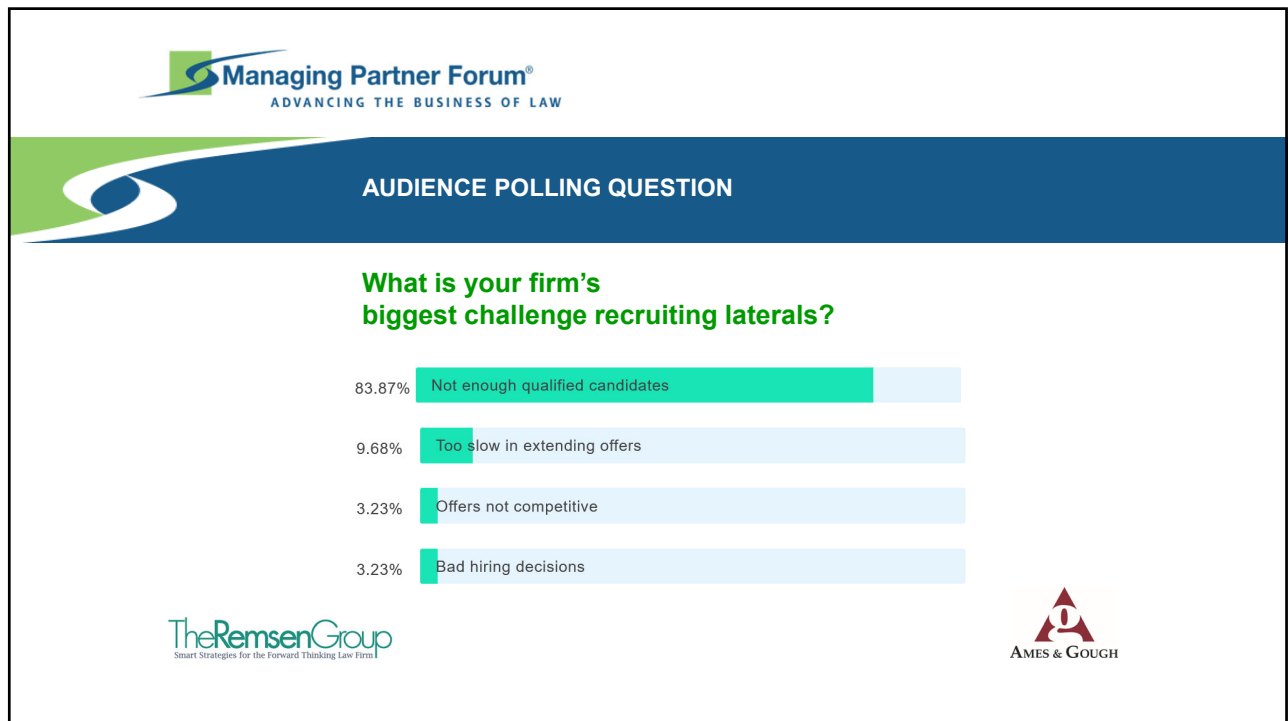
Work-Life Balance:

- Work-Life Balance

© The NALP Foundation, 2024



The MPF Webinar Series



Why Lawyers Leave



What's a Firm Leader to Do?



The MPF Webinar Series



MPF GUIDANCE

- Develop Firm-wide Strategic Plan
- Execute a Proactive, Deliberate Growth Strategy
- Enlist Your People to Help Recruit Talent
- Integrate New Hires. Enlist Sponsors.
- Focus Relentlessly on Intentional Firm Culture
- Invest in Leadership and BD Training Programs
- Implement Succession Plans – Ownership, Decision-Making, Clients



REMINDERS

- **The MPF Fall Symposium** – October 8-9, 2024, in Chicago
- Next MPF Webinar – **“Latest Development in AI”** – August 21st @ 2:00pm ET
- On-Demand Recording, Handout Materials with Polling Results
- Your Feedback on Today’s Session
- Recap by 9Sail



The MPF Webinar Series

WEBINAR RECAPS

powered by



CONTACT US

Roger E. Barton, Esq. – 212-687-6262; rbarton@bartonesq.com

Michael Ellenhorn – 917.993.0128; mellenhorn@decipherintel.com

Uri Gutfreund – 201.430.5827; ugutfreund@amesgough.com

John Remsen, Jr. – 404.885.9100; jremsen@theremsen.com



The MPF Webinar Series



The MPF Webinar Series: Building the Law Firm of the Future

Performing Due Diligence on Lateral Hires

An MPF Webinar with Michael Ellenhorn and Roger Barton

July 17, 2024 – 2:00-3:00pm ET

