

# **Common Success Characteristics of Successful Firms and Partners**

## **Outline**

### **Agenda:**

#### **Critical Ingredients of a Great Firm**

#### **Common Success Characteristics of Great Partners**

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1. Great leadership
2. Partners with exceptional skills in rainmaking, client service and development of talent
3. An exciting, if not contagious, vision of growth for the future
4. Ability to recruit, retain and develop future talent
5. A passion for profitability
6. A partner compensation system that encourages performance and high achievement
7. A governance structure that holds partners accountable and is consistent with the firm's strategic goals for growth
8. An ability to grow organically, as well as through mergers and lateral talent
9. A commitment and passion for industry and service line expertise

#### **Common Success Characteristics of Great Partners**

- Ability to build relationships, both internally and externally
- Ability to communicate
- Ability to take risks as it relates to professional growth and what's best for the firm
- Ability to make money and take risks
- Ability to manage the clock and have a "whatever it takes" attitude
- Ability to perform with passion and have that passion rub off on others