

Working in the Cloud

CULHANE

MEADOWS PLLC

Paula Jill Krasny
Partner

Culhane Meadows

Overview

- ❖ Founders broke off from another cloud-based firm in 2013 - now almost 60 lawyers strong
- ❖ Deeper focus on lawyers and clients, not just bottom line
- ❖ CFO, COO, CIO, CTO, CMO, Co-GCs
- ❖ Firm is WBE certified (female majority owned)
- ❖ Clients – public companies, multi-nationals, startups
- ❖ 7 business markets – Atlanta, Austin, Chicago, Dallas, Houston, New York, and Washington, DC



Ideal Candidates for Cloud-Based Firms

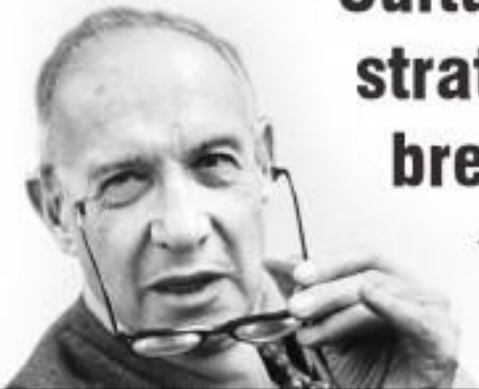
An illustration in the background shows several stylized, light-colored human figures carrying large, colorful blocks. The blocks are labeled with letters: a blue block with 'F', a green block with 'A', a red block with 'M', and a yellow block with 'B'. The figures are positioned as if they are working together to move these blocks, symbolizing teamwork and building a foundation.

- ❖ Unique, collaborative and kind (*YES! We are lawyers.*)
- ❖ Experienced, trained practitioners from big law and/or corporations
- ❖ Self-motivated; self-starters
- ❖ Self-sustaining book of business
- ❖ Embrace (or at least not frightened by) technology
- ❖ Entrepreneurial

Firm Culture

**"Culture eats
strategy for
breakfast"**

Peter Drucker



- ❖ Unique "tribe" mentality
- ❖ Outside interests
- ❖ Wellness
- ❖ Lawyers help shape the culture
- ❖ Culture of praise



Intentional Connectedness

- ❖ Monthly firmwide calls
- ❖ Monthly in-person office meetings & social gatherings
- ❖ Annual partners' retreat
- ❖ CM Connections bi-monthly newsletter
- ❖ Google group – virtual water cooler
- ❖ Attending events & conferences together





Value for Clients

- ❖ Attractive, flexible pricing
- ❖ Senior, experienced lawyers only
- ❖ State of the art security
- ❖ Motivated by client success, not billing quotas



Benefits for Lawyers

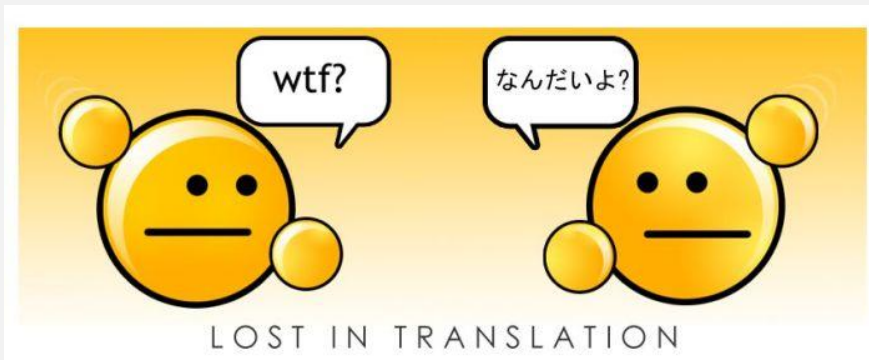
- ❖ Lack of billable hour quotas, proving oneself, etc. – leads to healthy collaboration, not competition, between lawyers
- ❖ No face-time or “I ❤️ ME” memos
- ❖ You decide where/when you work
- ❖ Transparent formula-based compensation structure
- ❖ Our lawyers are: single parents, able to care for their aging parents, community activists, military spouses, members of the National Guard, veterans, professors, coaches, athletes, marathon runners, yogis, diverse, world travelers, polyglots, insightful, resourceful



Industry Recognition



Successfully Translating an IP Practice into the Cloud



- ❖ Organization and systems
- ❖ Cloud-based docket
- ❖ Relationships with counsel in other countries
- ❖ Colleagues from firms with top-tier IP practices and multinational companies
- ❖ Powerful computer and multiple screens



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Big Law for the New Economy®

Questions?

Paula Jill Krasny

312.929.5122

PKrasny@CulhaneMeadows.com