

# CONTENTS

---

- 5 Preface
- 7 Chapter 1  
Introduction: The Survival Imperative — Innovating Through Talent Management in Law Firms  
*by Terri Mottershead*
- 90 Section 1: Lawyers, Law Firms, and Innovation**
- 91 Chapter 2  
Talent Management Innovation Drivers: Why Are US Law Firms Innovating?  
*by Kevin Colangelo, Lainey Miller, and Caren Ulrich Stacy*
- 107 Chapter 3  
The Evolution of the Virtual Law Firm in Australia and Its Impact on Talent Management  
*by Leonie Chapman*
- 133 Chapter 4  
The Impact of Alternative Business Structures on Legal Education in Law Firms and Law Schools in the United Kingdom  
*by Jenny Chapman and Jane Ching*
- 170 Section 2: Innovating Talent Management and Learning — From Law Schools to Law Firms and Beyond**
- 171 Chapter 5  
Can Competencies Drive Change in the Legal Profession?  
*by Terri Mottershead and Sandee Magliozzi*
- 217 Chapter 6  
Innovating Leadership in Law Firms  
*by Susan G. Manch*
- 235 Chapter 7  
Diversity and Inclusion as the Key to Innovating Talent Management in Law Firms?  
*by Liz Duff and Lisa Webley*

- 255 Chapter 8  
Recruitment Innovations  
*by Caren Ulrich Stacy*
- 279 Chapter 9  
Innovation in Supporting Excellence — From Mentoring to  
Sponsorship, Coaching, and Beyond  
*by Ida O. Abbott and Jessica R. Natkin*
- 305 Chapter 10  
Performance Management and Rewards: A Wealth of  
Opportunities  
*by Scott Westfahl*
- 319 Chapter 11  
Empirical Innovation — The How, Why, and Wherefore on  
Talent Management Data  
*by Jeanne M. Picht*
- 341 Chapter 12  
Innovation in Learning Business Development  
*by Tracy LaLonde*
- 355 Chapter 13  
Innovation in Law Firm Learning — Online Learning  
*by Steve Gluckman and Catherine Poole*
- 379 Chapter 14  
Innovation in Legal Education Through Collaboration  
Between Law Schools and Law Firms  
*by Sandee Magliozzi and Michele Bendekovic*
- 398 Section 3: Where Does Talent Management Go from Here?**
- 399 Chapter 15  
Conclusion: Where Does Talent Management in Law Firms  
Go from Here?  
*by Terri Mottershead*