

John W. Weiss Quoted in Law.com Article on Mid-Market Firms Ability to Attract and Retain Talent

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John Weiss, Partner and Chair of the Bankruptcy, Restructuring & Creditors' Rights practice group at Pashman Stein Walder Hayden, was quoted in *Law.com* article, "Mid-Market Trendspotter: Midsize Firms Have Anxiety Over Associate Retention. Maybe They Shouldn't." The article discusses how flexibility, transparency, communication, and autonomy are key elements for mid-sized firms to keep talent.

Another factor – and there are plenty, far more than one can cover in a single article – is the flexibility/freedom in shaping one's practice, rates, etc., that midsize firms offer.

My colleague David Gialanella wrote this great column for The American Lawyer in which he examined a few recent moves where lawyers jumped from large law firms to mid-market firms. The flexibility regarding rates, building one's practice, etc., came up a few times.

For instance, Gialanella talked to bankruptcy lawyer John Weiss who left Am Law 100 firm Alston & Bird for New Jersey-based midsize firm Pashman Stein Walder Hayden.

At his new firm, Weiss will be tasked with building a practice from scratch.

In addition Weiss told Gialanella:

He can pursue "a real opportunity for a different product offering than what Big Law offers."

You get the point. Mid-market firms do have things to offer their associates – and others – to both stay at and come to their firms. Flexibility, interaction with management, more autonomy in their career paths, more communication and transparency. These are no

small things in our almost-post-COVID world.

Midsized firms can compete. It's really a matter of understanding what their advantages are and maximizing them.

To view the full article, [click here](#).