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LISA ROHRER - SENIOR ADVISOR

Lisa is a Senior Advisor at Fairfax Associates and is based in Cambridge, MA. She consults with clients on leadership, strategy, new business models, compensation and client feedback. In addition to her consulting work, she has taught leadership, organization, and strategy in J.D. and executive education classes and is a Senior Fellow at the Center for the Study of the Legal Profession at Georgetown University Law Center.

Previously, Lisa was the Executive Director of the Case Development Initiative at Harvard Law School, where she led a team writing case studies on business issues facing law firms and law departments. Before arriving at Harvard, Lisa helped found the executive education program at Georgetown Law Center and was Director of Research at Hildebrandt Baker Robbins (a division of Thomson Reuters), where she focused on analysis of the international legal market and consulted with clients on strategic and organizational issues. She also worked for a number of years in market research, as the CEO of a firm specializing in customer satisfaction programs.

Areas of expertise

Leadership, governance and organizational design

- Facilitates succession planning for firm-wide leadership positions
- Conducts leadership seminars and provides leadership coaching
- Advises on change management strategies and tactics
- Redesigns governance and practice management structures to support strategic goals

Strategic planning and implementation
- Assists in determining strategic goals and developing a plan for strategy implementation
- Conducts client interviews and incorporates client feedback into the strategy formation process
- Researches and synthesizes the market, competitive and client trends affecting strategy development
- Tracks business model, practice level, and technology innovations that affect legal services delivery

Performance and compensation
- Designs partner compensation systems to align with and support a firm's strategic goals and objectives
- Assists with the implementation of revised compensation systems and identification of appropriate performance metrics
- Assesses effectiveness of compensation systems through quantitative analysis

Education
- Ph.D. Harvard Business School, in Organizational Behavior
- A.M. Harvard University, in Sociology
- B.A. Wellesley College, in Psychology

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