

fairfax

Lisa Rohrer

Senior Advisor

Background

Lisa is a Senior Advisor at Fairfax Associates and is based in Boston, MA. She consults with clients on leadership, strategy, new business models, compensation, and client feedback with a particular focus on leadership development programs. In addition to her work with Fairfax, Lisa is a professor in the Management & Organizations department of Boston University's Questrom School of Business. She is the co-author of *BigLaw: Money and Meaning in the Modern Law Firm*, published in 2020 by University of Chicago Press.

Previously, Lisa was on the senior leadership team and board of directors of a Series E unicorn start-up focused on bringing top business school online programs to a global audience. She was also the Executive Director of the Case Development Initiative and Executive Education at Harvard Law School, where she led teams developing and delivering programs to law firm and law department leaders.

Before arriving at Harvard, Lisa helped to found the executive education program Georgetown Law Center and was the 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.

Lisa holds a BA in Psychology from Wellesley College, an AM in Sociology from Harvard University and a PhD in Organizational Behavior from Harvard Business School.



Areas of Expertise

Leadership, Governance, and Organizational Design

- Conducting leadership seminars and provides leadership coaching
- Facilitating succession planning for firm-wide leadership positions.
- Advising on change management strategies and tactics.
- Redesigning firm governance and practice management structures to support strategic goals.

Strategic Planning and Implementation

- Assisting in determining strategic goals and developing a plan for strategy implementation.
- Analyzing market, competitor and client trends through quantitative research and client interviews.
- Aligning practice area, industry group, geographic and client team business plans with overall goals.
- Tracking business model, practice level and technology innovations that impact legal services delivery.

Performance and Compensation

- Designing partner compensation systems to align with and support firm strategic goals and objectives.
- Assisting with the implementation of revised compensation systems and identification of appropriate performance metrics.
- Assessing effectiveness of compensation systems through quantitative analysis.

Education

- PhD, from Harvard Business School in Organizational Behavior
- AM, from Harvard University in Sociology
- BA, from Wellesley College in Psychology

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