

Background

Kristin Stark is a Principal at Fairfax Associates. Kristin is based in California and advises firms on strategy development and implementation, organizational management and structure, financial management, and compensation.

Prior to establishing Fairfax in the United States, Kristin was a Senior Director with Hildebrandt Baker Robbins, advising law firm clients on strategy and management topics. Before joining Hildebrandt, Kristin was a senior consultant with Deloitte, managing consultant teams implementing innovative financial restructuring strategies for Fortune 100 companies. Kristin has advised firms in the U.S., U.K., and Asia on strategy, partner compensation and management projects and has served on several partner compensation committees for clients.

In addition to her ongoing work advising clients, Kristin is a frequent speaker at law firm retreats and industry conferences. She has served on numerous industry event panels and is a frequent author on law firm management and strategy topics, including co-authoring the monthly Fairfax Insights.

Kristin has a BBA from the University of Notre Dame and an MBA from London Business School.



Areas of Expertise

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.

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.
- Advising firm leadership on talent management issues and serving as a member of law firm partner compensation committees.

Mergers & Acquisitions

- Assessing potential growth strategies available to a firm, in light of a firm's strategy and the competitive market landscape.
- Identifying opportunities for merger or acquisition and facilitating merger discussions.
- Negotiating firm combinations to support long term merger integration and success.

Governance, Management, and Organization

- Redesigning firm governance and practice management structures to support strategic goals.
- Evaluating firm financial performance along key metrics and assessing efficiency.
- Conducting profitability studies to support strategic decisions and evaluating opportunities to apply new business models.
- Developing client intake and pricing strategies.

Education

M.B.A., The London Business School, London, UK;
Concentration in Strategy

Bachelors of Business Administration, University of Notre Dame, Notre Dame, Indiana