

ADVANCE PRAISE FOR *FINDING BLISS*

GENERAL COUNSEL

“This is an important book for all of us interested in the future of our great legal profession. Too many lawyers are unhappy in outdated models. *Finding Bliss*—with its wonderfully challenging title—discusses the many innovative ways the profession is changing and how to change it much, much more. For better, more flexible and happier careers and happier clients as well.”

*Brackett B. Denniston III, Senior Vice President
& General Counsel, General Electric Company*

“I was personally inspired to improve our focus on flexibility by Debbie’s first book *Law & Reorder*, so I looked forward to reading this new collaborative book *Finding Bliss*. I’ve read a lot about innovation, diversity and flexibility, or lack thereof, in law, but this book puts them together in a new way that I hope will have a significant impact on our profession. I’ve spent years complaining about the slow pace of change in the legal profession, especially with respect to diversity. After reading *Finding Bliss*, I’m more optimistic about our prospects for innovation and inclusion looking forward.”

*Michelle Banks, Executive Vice President Global Responsibility
& General Counsel, Gap Inc.*

“Debbie once again demonstrates that she is at the forefront of anticipating changes in the market for legal services. Her insights in *Finding Bliss: Innovative Legal Models for Happy Clients & Happy Lawyers* provide an important template for those trying to innovate the way in which lawyers deliver value and support to their clients.”

*Denise F. Keane, Executive Vice President
& General Counsel, Altria Group, Inc.*

“Leveraging technology, creating career paths, improving spending predictability, building a more inclusive profession—this book tackles all of the strategic issues on my administrative agenda. At a time in which our profession needs innovation for sustainability, this resource is an insightful thought-starter on all of our most important issues.”

*Colleen Batcheler, Executive Vice President, General Counsel
& Corporate Secretary, ConAgra Foods*

“*Finding Bliss* offers a compelling overview of the state of the legal profession today, unpacking old traditions like the corner office and billable hours, and showing us rather the variety of legal practice models. In describing the motivations, challenges and pressure points of lawyers in all different modes of practice, whether in firms or in house or anywhere in between, *Finding Bliss* charts where the profession may be headed tomorrow. Enlightening reading, especially for the general counsel.”

*Rachel R. Stern, Senior Vice President,
Strategic Resources and General Counsel, FactSet*

“We are seeing only the beginning of the revolution in the delivery of legal services in the US. *Finding Bliss* provides real insight and helpful guidance for those truly interested in servicing their clients’ in a new era.”

*Amy Fliegelman Olli, Senior Vice President
and General Counsel, Avaya*

“We all have heard that General Counsel are under relentless pressure to manage and control their legal spend. And, as experienced corporate achievers, we will figure out some way to accomplish this. But most of us do not wish to do so in a way that is unduly damaging to law firms. We are, after all, lawyers. And many

of us came from the very firms that we now have to ‘manage and control.’ *Finding Bliss* is a welcome guide to creating what some think impossible: a model where happy lawyers—both in-house and in firms, happy law firms, and happy corporate clients all coexist. Focusing on seven levers that General Counsel can operate (innovation, value, predictability and trust, flexibility, talent development, diversity and inclusion, and relationship building) to increase happiness while managing and controlling costs, the authors provide a wealth of practical suggestions. *Finding Bliss* is a thoughtful and useful addition to the toolkit of all lawyers who are interested in changing the legal profession for the better.”

*Suzanne Day, Vice President & General Counsel,
The Lubrizol Corporation*

“This excellent book describes the changing demands of the legal marketplace, explains the forces driving these changes and offers experience-based, practical advice on how lawyers across the spectrum of settings can succeed. In *Finding Bliss*, Debbie Epstein Henry and her co-authors remind us that the challenges of today’s law practice provide ample opportunity for the rewards of practicing law. In *Finding Bliss*, Debbie and her co-authors pull no punches in describing the challenges of practicing law today. The message of the book, however, is decidedly positive. The demands of the marketplace, which are pushing the evolution of how legal services are delivered, are creating great opportunities that match up well with the skills and desires of many talented lawyers who have found the traditional legal service delivery model less than satisfying.”

*Keith A. Smith, Executive Vice President
& General Counsel, Carolinas HealthCare System*

LAW FIRM MANAGING PARTNER

“There is no question that market forces are bringing tremendous change to the profession. Much has been written about the various challenges, but never has anyone attempted to bring it all together by addressing in one volume not only the challenges, but proven strategies to turn challenge into opportunity. Comprehensive without being superficial, *Finding Bliss* fills that gap by bringing the reader a variety of proven methods and means to align client, law firm, and lawyer interests. Every law firm leader and general counsel will find something in these pages to improve their organization.”

*Wally Martinez, Managing Partner, Hunton & Williams, LLP;
Former General Counsel, Diageo North America, Inc.*

CONSULTANTS & INNOVATORS

“I read this book with an eye toward whether it would be of value to my clients. Clearly it is important in its messaging and equally important in its recommendations. As law firms struggle to maintain profitability they will need to be more innovative in terms of service delivery and staffing models. This book gives invaluable advice and recommendations on how to do so. I will be putting it on my recommended reading list for law firm leaders and managers.”

Tom Clay, Principal, Altman Weil, Inc.

“Law as a field is undergoing a rolling transformation as it adopts to the parallel forces of globalization and technology that have transformed other fields. But lawyers as individuals are often struggling, as their training and experience has not fully prepared them to embrace this ‘New Normal.’ Debbie Epstein Henry lays out a realistic, lawyer-friendly roadmap for lawyers to understand the changes around them, embrace the new pieces that make

sense for them, and preserve the best of their professional values and aspirations. I don't know too many blissed-out lawyers, but reading *Finding Bliss* will certainly help any lawyer up their bliss quotient."

Paul Lippe, CEO, Legal OnRamp

"Lawyers are under no professional obligation to be miserable, even though the ranks of dissatisfied and unfulfilled attorneys nationwide seem to tell a different story. Fortunately, however, outdated business models that relentlessly pressure lawyers to work, bill and conform are finally giving way to flexible, sensible and accessible legal enterprises that replace 'square-peg' thinking with unique assessments of lawyers' real value. Deborah Epstein Henry expertly describes this new landscape, analyzes its enormous potential for reshaping the legal market, and delivers an engaging guide to a happier and more highly valued legal profession."

Jordan Furlong, Principal, Edge International; Publisher, Law21

WOMEN THOUGHT LEADERS

"Once again Debbie Epstein Henry is forging a new and critical path for the legal profession. *Finding Bliss*, it turns out, is not an oxymoron for the legal profession. With a keen eye on the necessity for (and inevitability of) innovation, flexibility, diversity and talent development, the authors paint a new and appealing reality emerging for lawyers and their clients. *Finding Bliss* is a must-read, offering a path back to meaning and purpose for lawyers, and a reasonable bottom-line for all."

Claire Shipman, Senior National Correspondent, Good Morning America; Author, Womenomics and The Confidence Code

“*Finding Bliss* is the ultimate guidebook for how legal industry reform can be achieved at both the institutional and individual levels. The book expertly shows the reader how to seek and align the goals of increased profitability and productivity—as well as true satisfaction—for clients, lawyers and legal employers. The interspersed teachings from legal luminaries bring depth and perspective to a profession desperately in need of the invaluable wisdom that *Finding Bliss* brings. This one is not to miss!”

*Carol Evans, President, Working Mother Media; Author,
This is How We Do It: The Working Mothers’ Manifesto*

“In *Finding Bliss*, Debbie, Suzie and Garry do not just talk about the concept of ‘happiness’ in the abstract or as an emotional state—they provide a unique and comprehensive roadmap for creating a sustainable business model within a law firm or corporate legal department that promotes productivity and economic success. This thoughtful and thought-provoking treatise is a must-read for all of those seeking to improve the legal profession.”

*Lisa M. Passante, President,
National Association of Women Lawyers*

“Every young lawyer and law student interested in knowing their options, taking control of their career, and understanding how the legal market is changing needs to read *Finding Bliss*. Debbie, Suzie, and Gary offer concrete tips, examples of successful but varied career paths, and new options for lawyers who want to define their own career path. *Finding Bliss* recognizes that there is no single ‘right’ path in the legal profession and provides an important counter-narrative to the one that law students and young lawyers typically hear. In short, you cannot afford not to read it.”

Katherine M. Larkin-Wong, President, Ms. JD

ACADEMIC REPRESENTATIVES

“*Finding Bliss* offers an insightful analysis of the challenges facing the legal profession today. By counseling both a need to innovate and a return to core values, such as sound ethics and meaningful relationships, it offers an innovative new paradigm to enable attorneys and clients to fulfill their goals in a mutually empowering way.”

Gillian Lester, Dean, Columbia Law School

“Early in my career at Yale, I taught a popular course called Psychology and Law. Missing from the classroom, however, was much about the actual psychology of lawyering. And I knew nothing about innovative new models for the legal profession that could produce far more satisfied clients and especially fulfilled legal professionals. Debbie Epstein Henry and her co-authors have filled that void with *Finding Bliss*. I am not surprised; in her previous book, the award-winning *Law & Reorder*, Debbie taught us how to achieve a balance between work and family life in a legal career. Now, she and her co-authors have written a clear and compelling guidebook to the future of lawyering. Partners and associates at firms large and small, traditional and cutting-edge, will learn much from this beautifully written volume, and so will their teachers.”

Peter Salovey, President and Chris Argyris Professor, Yale University

“*Finding Bliss* reminds us that the ‘new normal’ is anything but. The legal profession is undergoing significant restructuring, and with these changes will come both challenges and opportunities for lawyers, clients and law firms. This book offers concrete advice on how to find professional growth and satisfaction by refusing to remain bound by tradition and instead remaining flexible and open to emerging alternatives.”

*Rachel F. Moran, Dean & Michael J. Connell Distinguished
Professor of Law, UCLA School of Law*

“*Finding Bliss* is a nonfiction page turner that will make you put down your John Mortimer, Scott Turow, and John Grisham. Its authors prove that the death of law is exaggerated while presenting seven concepts that can lead to meaningful, successful and satisfying legal work. It’s a crisp, readable, insightful and persuasive must read for providers and consumers of legal services, and certainly for any educator responsible for preparing students for the new world of law.”

*Nicholas W. Allard, President and Dean,
and Joseph Crea Professor of Law, Brooklyn Law School*

“*Finding Bliss* will open your eyes to how the legal profession is changing and how the changes will affect law firms, in-house legal departments, law schools and lawyers. Law school administrators, law professors and law students—indeed, anyone who wants to understand the legal marketplace and how to best position law students for future success—will benefit from this book.”

*Bruce Green, Stein Professor of Law & Director at Fordham Law
School, Louis Stein Center for Law and Ethics*