

## Bliss Lawyers Bulletin

### Attorney Spotlights

**James M.:** James joined Bliss Lawyers in 2014 as a corporate attorney for a global bank.

**Who James Is:** James is a mergers & acquisitions and investment funds lawyer.

**Previous Experience:** James comes to Bliss Lawyers from a large New York law firm, where he specialized in corporate transactional matters involving financial institutions.

**More About James:** James lives in Manhattan. In his spare time, he enjoys spending time with his two children. James is also an avid reader, and enjoys playing tennis.

### Upcoming Events

Bliss Lawyers' co-founder Debbie Epstein Henry will be hosting and speaking at several upcoming events as follows:

**The Future of Law: New Delivery and**

### About Bliss Lawyers

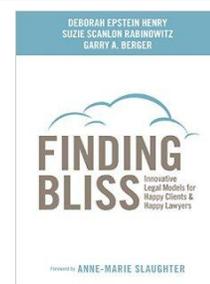
Bliss Lawyers is a pioneer in providing a superior solution to the delivery of legal services. We are a new legal model combining the benefits of secondment and virtual firms. With a national network of over 10,000 lawyers, we hire exceptional lawyers to work on temporary engagements at in-house legal departments and law firms. Our virtual platform allows us to pass considerable cost savings on to our clients while providing generous compensation packages for our employees. Bliss Lawyers is a certified majority woman-owned business. We are committed to creating a diverse workforce and we are proud to be an equal opportunity employer.

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### Here are some notable highlights and headlines that Bliss has been following:

#### Finding Bliss

After years on the frontier of the changing legal and technological landscape, Bliss Lawyers' co-founders Garry Berger, Debbie Epstein Henry and Suzie Scanlon have channeled their experiences and insights into a new book: *Finding Bliss: Innovative Legal Models for Happy Clients & Happy Lawyers*. Scheduled to be released by the ABA in January 2015, *Finding Bliss* explores seven key themes to improve legal practice and client service, including: innovation; value; predictability and trust; flexibility; talent development; diversity and inclusion; and, relationship building. In a ground-breaking analysis, *Finding Bliss* addresses the profession's challenges from both sides of an evolving equation: the structural change within law firms, in-house legal departments, and other legal service providers, and the individual change in today's attorneys seeking to meet business needs while gaining more flexibility and freedom. Through the book's seven themes, *Finding Bliss* tackles the answers to how traditional and new model firms can more effectively deliver legal services and align the skills of the legal talent pool to better meet clients' needs. With a combination of innovative foresight and



**Design of Work**  
November 5, 2014  
Chicago, IL  
Hosted by Unispace.

**Innovative Approaches to Lawyer & Law Firm Happiness, Plenary Session (tentative title)**  
December 3, 2014  
Washington, DC  
Hosted by the Professional Development Consortium (PDC).

**Future Design & Delivery of Work (tentative title)**  
January 7, 2015  
Philadelphia, PA  
Hosted by Drexel University School of Law.

**Law & Reorder Quarterly Event - The Confidence Code with Guest Claire Shipman**  
January 15, 2015  
New York, NY  
Hosted by Kirkland & Ellis LLP.

**Women Counsel Collaboration: How In-House and Outside Counsel Can Help Advance Each Other's Career**  
February 12, 2015  
San Francisco, CA  
Hosted by Ark Group Women Legal.

**2015 Women's Power Summit on Law & Leadership**  
April 15, 2015  
Austin, TX  
Hosted by Center for Women in Law.

penetrating understanding, *Finding Bliss* provides wisdom and inspiration of how to successfully navigate this critical moment of upheaval and opportunity facing the legal profession. The result? Happy Clients and Happy Lawyers. To host or find out more about the *Finding Bliss* book tour, please e-mail [Debbie Epstein Henry](#).

### The Rise of the In-House Counsel

A September [article](#) in the *Wall Street Journal* looks at the decline in the use of outside law firms and the rise of in-house counsel, shifting an estimated \$1.1B in spending away from large firms. Corporate law departments are taking on increasingly complicated transactions and bringing in specialized talent to manage specific projects internally. While highly specialized firms have not yet felt the crunch, many law firms are responding to declining revenue by ceasing to hire recent graduates or by carving out their own specialized niche in the legal market.

### Reshaping Law Schools for Today's Legal Market

In a September [article](#), *The Huffington Post* broke down recent trends and changes that have led to a decrease in the number of law school applications and rising student debt. Many law schools are not providing graduates with the practical legal skills training required to make them practice ready. Though some schools are starting to innovate and offer programs and classes geared toward producing more employable graduates, the article suggests that the only solution is an overhaul of the law schools to allow law students more practical and less theoretical training.

### The AmLaw 2014 Associates Survey

*The American Lawyer* [released](#) its 2014 Associates Survey in August. A number of insightful articles accompanied the Survey release, with one of the most interesting findings being the correlation between overall job satisfaction and how well associates believe they were prepared by law school for the practical aspects of their practice. Additionally, *The American Lawyer* found that overall job satisfaction is at the highest point it has been in a decade, but problems remain for lawyers from minority groups and women who continue to feel dissatisfied and remain more likely to leave their firms.

### Introducing the Two Year JD

Tackling the need for innovation in legal education, New York Law School has [announced](#) an accelerated honors program beginning January 2015 that will enable students to achieve their JD in two years. The program will cost less money than traditional three-year programs, and postgraduate fellowships are guaranteed to all graduates of the program.

### The Decline of the Lawyer

An *ABA Journal* [article](#) suggests that we are seeing the end of the traditional lawyer who works in a firm or in-house for specific hours at agreed-upon rates. What will take their place is "lawyer employment," the flexible and customizable use of skills and experience to create value for a client when required. The article calls for a successful transition away from both the old law firm model and \$30/hour document review jobs, to a system that fairly

compensates lawyers for the value they provide their clients.

### **The 2014 Best Law Firms for Women**

Bliss Lawyers' Co-Founder Debbie Epstein Henry hosted with her partner, Working Mother Media, the 2014 Best Law Firms for Women annual Career Accelerator Summit and Gala Lunch. There they released the [Executive Summary](#) and highlights of work/life and women trends from the 2014 Survey. Additionally, Debbie moderated a discussion among distinguished women partners on the subject of "The Ask" and then conducted a one-on-one interview of Illinois State Attorney General, Lisa Madigan, on the subject of "Channeling Perfectionism into Greater Success and Satisfaction".

### **Here is a little more information about Bliss Lawyers:**

### **How Bliss Lawyers Works Best With Companies, Law Firms & Lawyers**

What niche in the marketplace does Bliss Lawyers fill? The roles we provide to our clients continue to evolve based on the market demand. However, the most frequent ways we currently support our clients is by providing sophisticated lawyers to work at our in-house legal department and law firm clients in these principal scenarios:

- Fill in for staffing gaps due to parental leave and medical leave;
- Help clients through reorganizations and transitions;
- Build out legal departments and law firms to cover shifting work flows due to sudden employee departures or otherwise;
- Bring in subject matter experts in evolving and/or specified areas of law, e.g., Volker Rule, new regulations, ERISA, etc.;
- Provide cost-effective alternatives to outside counsel spend when companies are undergoing hiring freezes; and
- Afford clients the luxury of "extended interviews" by having attorneys start on a temporary basis as Bliss employees to ensure they are a good fit prior to hiring them directly for the companies or law firms on a permanent basis.

If you are a legal department or law firm interested in learning more about Bliss Lawyers and its services, please [e-mail](#) us to schedule a call or meeting.

What types of lawyers does Bliss Lawyers seek to hire? The backgrounds of the lawyers we hire continue to evolve based on our clients' needs. However, most often we seek experienced, well-credentialed lawyers, ideally with large law firm and in-house experience as well as graduation from a top national law school.

Representative profiles of our well-credentialed lawyers include:

- Lawyers with varied in-house legal department experience who are interested in expanding the industries in which they work;
- Lawyers with less linear career paths who have left the profession for a period of time voluntarily or involuntarily;
- Lawyers who are entrepreneurial and want more flexibility and control in the way in which they work;

- Lawyers at the senior arc of their career who are not ready to retire but who want more choice and flexibility in how, when and where they practice; and
- Law firm lawyers who have been trying to transition to in-house practice and cannot do so without in-house experience.

We regularly have openings across the country for lawyers in a range of practice areas, including corporate, litigation, compliance, licensing, M&A, trusts & estates, employment, intellectual property, and real estate and with experience in numerous industries, including financial services, technology, media, research and development, healthcare, energy, and consumer products. Positions vary from part-time to full-time and typically last from three months to more than a year, with some of the positions converting into permanent employment. Most of our lawyers work at the in-house legal department or law firm offices but some of our lawyers telecommute.

If you are seeking an opportunity to do challenging legal work in an in-house legal department or law firm on an engagement basis, with the possibility of converting your engagement into permanent employment, please [e-mail](#) us your resume and [join our team](#).

**From the**  
**[Bliss Lawyers Co-Founders](#)**



**Deborah Epstein Henry ~ Garry Berger ~ Suzie Scanlon**



bliss lawyers ...it's not an oxymoron

