

The Earley Examiner

A Letter from Chris Earley

August 2021

“If everyone is moving forward together, then success takes care of itself.”
– *Henry Ford*

I am a big believer in the power of small daily tweaks and adjustments to improve my practice. Small hinges can open big doors. The challenge for me is always finding and identifying those hinges. But once that happens, good things usually follow. The morning huddle is something I have discovered to be a powerful and yet really simple method of improving my practice. While it brings numerous benefits, it's principal benefit for me is that it creates and maintains daily alignment in my firm.

I found that as we added new team members, it was getting hard to maintain alignment. The left hand didn't know what the right hand was doing. I quickly learned that was not exactly a recipe for success. I read about the morning huddle and decided to give it a shot. It was one of the best decisions I have ever made in running my practice.

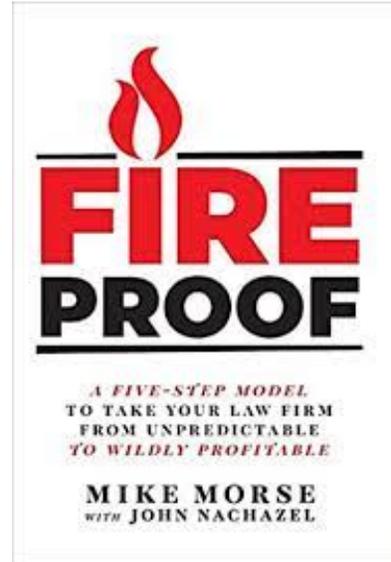
The morning huddle is a quick, stand-up meeting held each and every morning at a dedicated time where team member comes ready to discuss three specific things: 1. Biggest success yesterday, 2. Biggest challenge yesterday and 3. Goal for today. That is the entire meeting. Short and sweet and to the point. It is important that each team member always brings these three talking points so that the huddle will accomplish its ultimate objective of keeping everyone accountable for 1) rowing in the same direction each day, and 2) getting done the things we say we are going to get done.

Here are some things to keep in mind to make the huddle as effective as possible:

1. Keep it brief. No longer than 7-10 minutes.
2. Encourage each team member to come to the huddle with a notepad.
3. It is always a standup meeting (sitting changes the entire tone of the meeting).
4. Be consistent about it. We do ours each day at exactly 9:30 am.
5. If you have numerous departments, each department should have its own internal huddle each day.

This Month's Book Recommendation

Fireproof is a terrific read. The author, Mike Morse, is a Michigan personal injury attorney who has built up an extremely impressive practice. He teaches in the book how to fortify your firm against any potential catastrophe. He also teaches how the creation and implementation of rock-solid systems, as well as obsessive KPI tracking, allowed his firm to grow exponentially. Check it out!



Thank You For Your Referrals!

Referrals are the lifeblood of my practice. Your trust in us to handle your referral is incredibly appreciated not only by myself, but by my entire team. I want to say thank you so very much for your referrals.

We are all about making sure we are sending you referrals, too. If you are not already receiving referrals from my office, we need to change that. Email me at cearley@chrisearley.com and put in the subject line "Send me some damn cases!"

Quote of the Month

"Success is stumbling from failure to failure with no loss of enthusiasm."

-Winston Churchill