

The Earley Examiner

A Letter from Chris Earley

November 2021

“The leaders who get the most out of their people are the leaders who care most about their people.”

— Simon Sinek

The success of any law firm hinges on its people. No successful law firm was ever built on the backs of average team members. If team members know that you truly care about them, they can flourish. When that happens, a law firm can truly accomplish great things. Here are some ways to show your team that you truly care about their success:

Treat your staff like gold and do nice things for them. These things do not need to be expensive. A small thing I do each Friday is to buy lunch for the office. The team really appreciates this. On a ‘workiversary’, we will celebrate the team member to show them they are appreciated. On their birthdays, we have a party and celebrate them.

Ask them how they are doing. I have quarterly conversations with each team member, rather than have the dreaded review. I take this opportunity to really dive deep to find out how the team member feels about their role.

Give them shout-outs. At our daily morning huddle, if a team member had a win the day before, I make a point to highlight it in front of the group. It brings an instant smile. People want and need to feel appreciated.

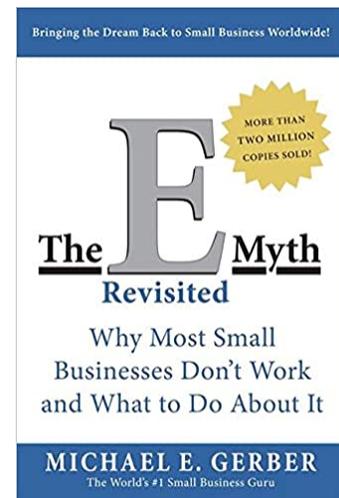
Pay them what they deserve. Never, ever be cheap with great employees. If you have someone who is doing a really good job, pay them enough so that

they don't leave you for someone else who is willing to pay them what they are worth. You get what you pay for.

Coach them up. You want to get the very best out of each team member. That does not happen by hope or by chance, but by intention. The only way to get team members to reach their full potential is by coaching them up. This is an ongoing effort.

What I Am Reading

If you have not already read Michael E. Gerber's seminal classic, *The E-Myth Revisited*, run and don't walk, to pick up a copy. This fantastic book focusses on the crucial need to not work "in your business," but to work "on your business." He describes how crucial systems are for any enterprise, and a law firm is no different. This book completely changed the way I approach my law firm not as a practice, but as a business that needs to be systematized in order to be scaled.



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

"If you're not stubborn, you'll give up on experiments too soon. And if you're not flexible, you'll pound your head against the wall and you won't see a different solution to a problem you're trying to solve." – Jeff Bezos