SpencerFane®

Law360: Spencer Fane Doing What 'Firms Talk About But Don't Actually Execute On'

Law360 recently spotlighted Spencer Fane in a feature article for "doing something that most midmarket firms talk about but don't actually execute on" – achieving industry leading growth without sacrificing its commitment to culture or its client value proposition.

In the article – Spencer Fane Charts Growth With Eye On Culture, Client Base – the publication observed the firm's game plan has more than doubled its headcount and revenue over the past five years. Moreover, the firm has "cemented its place among a handful of other BigLaw-size firms focused on the midmarket *and* put it in a good position to attract talent and clients looking for a firm that is national in scope but charging affordable rates."

Spencer Fane Chair Patrick J. Whalen credited these results to the firm's thoughtful approach to growth.

"We had the flexibility to expand markets due to a lot of structural advantages with our economics and our culture that allows us to span, literally, from New York City to Springfield, Missouri," he shared with *Law360* reporter Emma Cueto.

The piece also highlighted how this culture-as-strategy mindset attracts new talent to Spencer Fane through a reputation for "being a very entrepreneurial firm for attorneys that are seeking a bit more autonomy and better rate flexibility for their clients." As demonstrated by a recent BTI survey on associate happiness (noted by the article) *and* the firm's industry-leading listing in *U.S. News & World Report's* Best Companies to Work For: Law Firms report, Spencer Fane continues to draw the "humble, hungry, and smart" talent that aligns with its values and create a sustainable path to continued expansion.

“If we’re focused on our talent value proposition, our client value proposition, we think we will have significant opportunities to grow,” Pat shared. “You can’t turn growth on and off like a faucet. And so we’re going to continue to, thoughtfully, look for opportunities.”

Read the full *Law360* feature here. Please note, a subscription may be required.