

# *About Altman Weil, Inc.*

## **Overview**

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Altman Weil provides management consulting services to the legal profession. Our clients include law firms, law departments, government legal offices, and legal vendors throughout North America, Latin America, the European Union, and Asia.

We offer a broad range of consulting services backed by more than 40 years of experience in the industry.

## ***Consulting Services***

- Strategy
- Management and Governance
- Profitability Analysis and Planning
- Financial Management
- Law Firm Mergers and Acquisitions
- Practice Group Management
- Alternative Fees
- Legal Project Management
- Compensation
- Succession Planning
- Law Firm Marketing and Business Development
- Market Research
- Leadership Development
- Key Person Coaching
- Custom Surveys and Benchmarking
- Paralegals and Paralegal Programs

- Executive Search Services
- Client Surveys
- Training Programs
- Retreats
- Legal Vendor Advisory Services

### **Expert Commentary**

Altman Weil consultants regularly publish articles in the legal press, including *The American Lawyer*, *National Law Journal*, *ABA Law Practice*, *ALA Legal Management*, *Corporate Counsel*, *Of Counsel*, *IBA Journal*, *European Lawyer*, *Legal Week*, and scores of other regional and local journals.

Our comments on the legal scene have appeared in major business publications including *The Wall Street Journal*, *The Economist*, *Time*, *US News and World Report*, and *The New York Times*.

We publish a monthly e-newsletter, *Altman Weil Direct* ([http://www.altmanweil.com/index.cfm/fa/awd.home/aw\\_direct.cfm](http://www.altmanweil.com/index.cfm/fa/awd.home/aw_direct.cfm)), which provides news and insights on law firm and law department organization and management.

### **Credentials**

Our principals have held directorships, or board and committee positions in, to name a few:

- American Bar Association
- International Bar Association
- Association of Legal Administrators
- Legal Marketing Association
- Institute of Management Consultants
- National Association of Legal Vendors

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# About the Editor

James D. Cotterman is a principal with Altman Weil, Inc. He advises law firms on compensation, capital structure, and other economic issues, governance, management, and law firm merger assessments.

Before joining Altman Weil in 1988, Mr. Cotterman was manager of acquisitions for a public company in the health care industry, where he developed, evaluated, negotiated, and integrated merger opportunities.

Mr. Cotterman is the author of *Cotterman on Compensation*, a blog on lawyer compensation and law firm finance. He is the lead author of the ABA book *Compensation Plans for Law Firms*, and is a member of the Board of Editors of *Accounting and Financial Planning for Law Firms*. His writings have appeared in *The American Lawyer*, *The National Law Journal*, the ABA's *Law Practice*, *International Law Firm Management*, and many other publications.

Mr. Cotterman is a frequent speaker and lecturer for annual and regional conferences of the American Bar Association and the Association of Legal Administrators, as well as numerous state and local Bar and ALA meetings. He is a Fellow of the College of Law Practice Management.

## Education

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Academic credentials include an undergraduate degree in Operations Management and an MBA in Accounting, both from Syracuse University. Mr. Cotterman is a licensed Certified Public Accountant (CPA) in the Commonwealth of Pennsylvania, and is a member of the American and Pennsylvania Institutes of Certified Public Accountants.

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