

The Outperformers: Lessons from Top Law Firm Leaders

What separates the world's most successful law firms from the rest?

The Outperformers: Lessons from Top Law Firm Leaders goes inside the leadership teams of the legal profession's most admired and profitable firms—including Davis Polk & Wardwell, Kirkland & Ellis, Latham & Watkins, Paul, Weiss, Rifkind, Wharton & Garrison, Simpson Thacher & Bartlett, and Wachtell, Lipton, Rosen & Katz—to examine how elite firms consistently outperform in intensely competitive markets.

Based on extensive, candid interviews with chairs, managing partners, COOs, and senior business professionals, the book explores the leadership approaches, strategic choices, and cultural attributes that have enabled these firms—and a growing group of ascendant competitors—to evolve, adapt, and strengthen over time.

Authored by leading law-firm strategic adviser Kent Zimmermann, together with journalists Patrick Smith and Carlyn Kolker, *The Outperformers* examines what it truly takes to win in today's rapidly changing legal marketplace.

<https://www.simonandschuster.com/books/The-Outperformers/Patrick-Smith/9781837231034>

Topics explored include:

- How client, talent, and geographic pressures are reshaping the competitive landscape
- Why scale and profitability reinforce long-term advantage in recruiting, retention, and client relationships
- Building consensus around a clear strategic vision—and executing it with discipline
- Aligning partner compensation with long-term strategy and market leadership
- Strategic growth through laterals, group acquisitions, and mergers
- Entering and succeeding in new markets and practices
- Leading effectively through sustained change
- The rising importance of business professionals in outperforming firms

Written for law-firm leaders, partners, future partners, and senior business professionals, *The Outperformers* provides practical insights from those who have built and led some of the profession's benchmark firms.

Rich with real-world experience and hard-earned leadership lessons, the book is an essential guide for firms—and leaders—who aspire not merely to compete, but to lead.

The Outperformers can be purchased online at [amazon.com](https://www.amazon.com) or from other major booksellers.