

# imagine

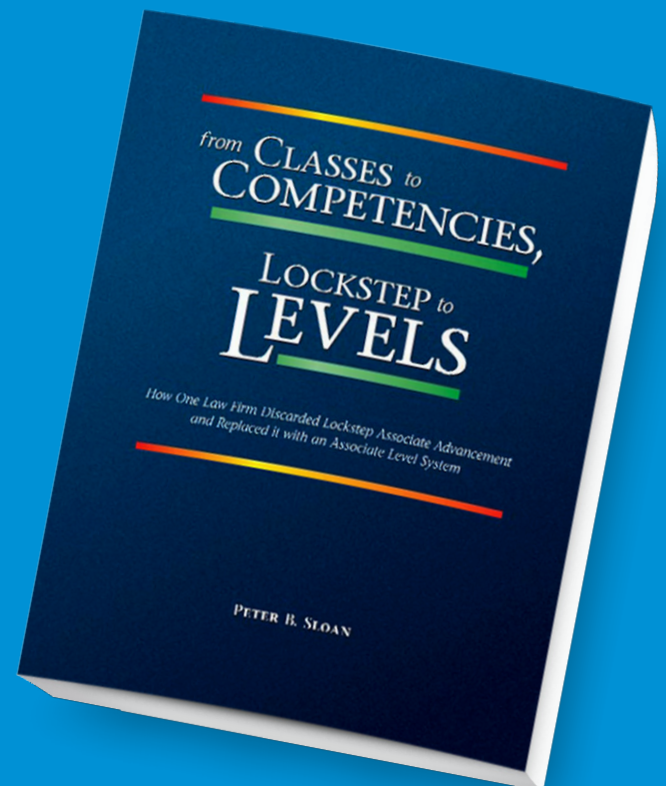
WHAT IF LAW FIRMS DEVELOPED, COMPENSATED, BILLED, AND PROMOTED ASSOCIATES BASED ON THEIR COMPETENCIES?

## From Classes to Competencies, Lockstep To Levels is a detailed case study of how and why Blackwell Sanders made this transition:

- What is an Associate Level System
- Why replace Lockstep with a Level System of defined competencies
- How Blackwell Sanders designed the Level System
- Implementation of the Level System
- How the Level System has performed

From the Foreword by Ida Abbott: "In an act of remarkable candor and leadership, Blackwell Sanders... has produced a comprehensive and detailed handbook that will enable law firms to expedite design and implementation of competency-based evaluations and performance-based advancement. It lays out everything a law firm needs to know about what Blackwell Sanders calls the 'Level System,' in which associates are evaluated and promoted on the basis of explicit, graduated performance standards that guide their progression through four levels of achievement to partnership. The Level System is elegant in its simplicity and its common sense approach. It forms the framework for a new and comprehensive approach to associate development. Whether your firm wants to institute the Level System as presented here or adapt it to fit your own situation, this book tells you how to do it."

Also included is a 60 page template of the competencies, associate evaluation instruments, representative practice group skills lists, career development plan and program schedule, review timetable, partner upward evaluation forms, and measurement tools actually used by the 300 lawyer firm.



# order information

COST

**FROM CLASSES TO COMPETENCIES,  
LOCKSTEP TO LEVELS**  
(107 PAGES)

**\$235 EACH** (\$195 for Professional  
Development Consortium or  
ALI-ABA Members)

**TAX:**

Missouri Residents add 7.35%;  
Illinois 10.25%;  
Nebraska 7.0%;  
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INTERNATIONAL ORDERS, INCLUDING ORDERS TO CANADA, ARE SHIPPED STANDARD DELIVERY	\$30.00

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