

“Preparing for the Inevitable: How to Plan for Law Firm Leadership Succession,” *Law360*

In an article published on September 18, 2025, by *Law360*, ALA author Eryn Carter and Travis Armstrong address the critical succession planning challenges law firms are facing, highlighted by recent high-profile departures like Dan Benson from Kasowitz Benson Torres LLP. The piece reveals concerning statistics from a 2023 research report from Withum, such as 27% of law firms reported having no succession plans in place with a little over 30% said they provided “leadership and management training to firm leadership,” and around 25% indicated they provided “leadership and management training to all firm lawyers.” Carter and Armstrong outline five key strategies leadership should consider for effective administrative succession planning, including evaluating potential departures early, documenting institutional knowledge through standard operating procedures, assessing internal talent, implementing early leadership training and preparing external recruitment strategies.

The article emphasizes the importance of creating systematic approaches to succession that extend beyond partner-level departures to include critical administrative professionals who manage day-to-day operations. Carter and Armstrong highlight how proper succession planning through cross-training, leadership development and documented procedures can prevent scrambling to retain clients and preserve firm systems. They emphasize that addressing succession planning is not just an operational necessity but also a strategic business decision that ensures firm stability, reduces turnover and creates clear growth paths for employees while maintaining institutional knowledge and client relationships.

For the full article, subscribers may click [here](#).