

## **The Experiential Guide to Law Practice Management: Opening and Operating Your Own Firm**

By Lynne Adair Kramer & Ann L. Nowak. Durham, NC: Carolina Academic Press. (2016), 374 pages, ISBN: 9781632819062.

Have you ever heard of “golden handcuffs”? The term describes the difficulty of walking away from a lucrative area of practice that may hold little interest in order to focus on a field that is truly compelling. Even from the beginning of a legal career, a new attorney is wondering whether to take a job for the experience, or to hold out for the job that would fulfill personal goals.

Golden handcuffs are one of the many thought-provoking points that the authors raise as they bring their years of experience to the pages of this book. The text has a wide breadth of coverage on all of the usual topics needing attention when opening a law office. The book also gives general practice advice on specific issues such as personnel decisions, handling federal payroll taxes, interviewing clients, even how to tell a client bad news. It touches on matters of current interest as well, including virtual law office considerations, unbundling, and the relative pros and cons of beginning a career in a law school incubator. Throughout the book, points of legal ethics are addressed, from accepting credit cards to the consequences in regard to confidentiality privileges where a third party is allowed to remain in the room during attorney-client meetings.

There are many good books on the market serving as guides on how to establish a law office, and they all have something to recommend them. The strength of this book is that its advice goes beyond the considerations necessary to open a law firm. The thoughts, guidance, and warnings are interspersed with war stories from the authors, resulting in those “Aha!” moments that are best encountered in a book before they become real-life challenges. The work concludes with over 150 pages of forms, agreements, and other sample documents to assist in the business and practice of law.

Reviewed by Debora Person, Associate Director, George William Hopper Law Library, University of Wyoming College of Law, in 2016.