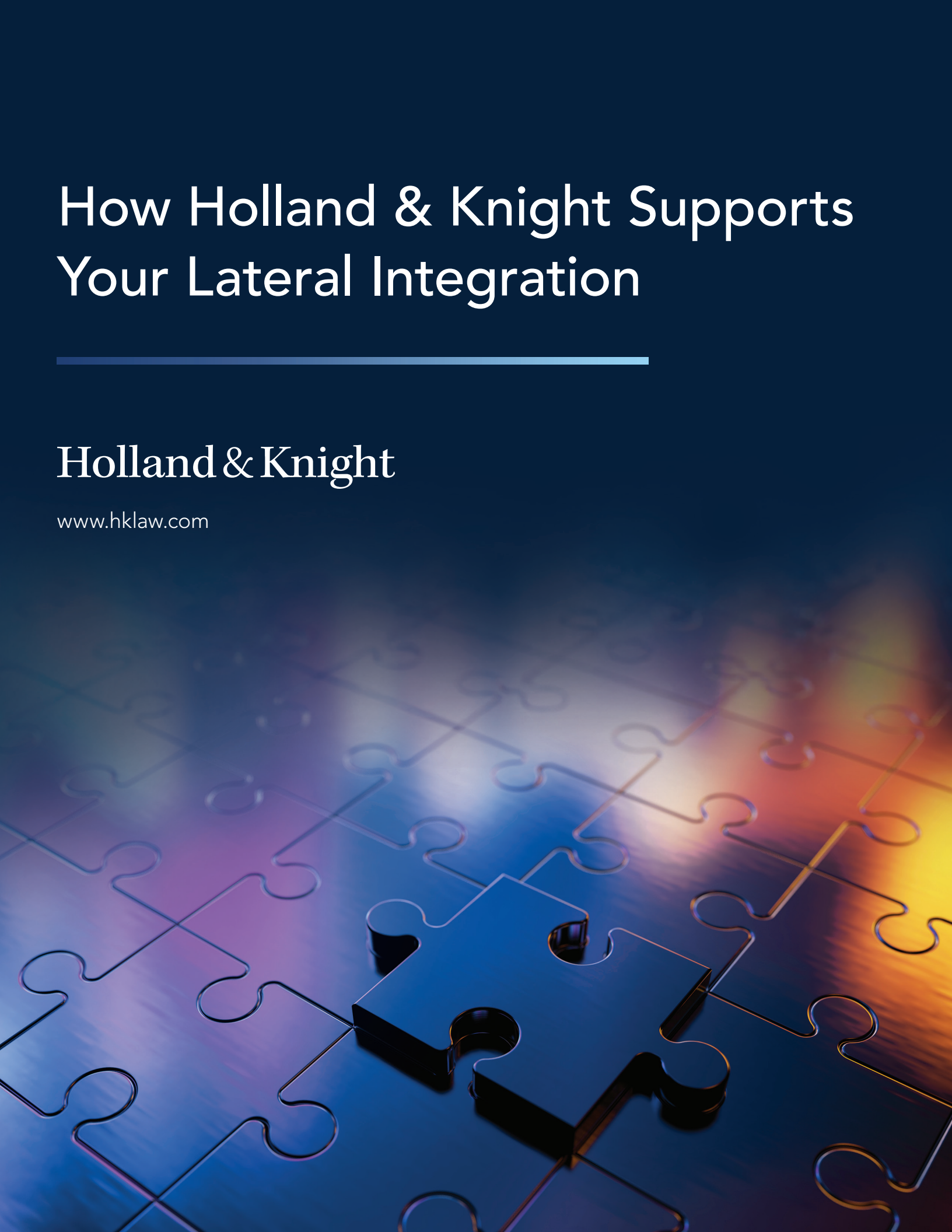
How Holland & Knight Supports Your Lateral Integration

Holland & Knight

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Holland & Knight's Lateral Partner Integration program is more than a process – it's a promise.

A promise to help you build connections, grow your practice and establish a strong foundation for success from Day One. We recognize the significance of your career change, and our experienced team is dedicated to providing the guidance, resources and support you will need along the way. Centered on connection and collaboration, the program is designed to help you strengthen relationships across practices and offices and position your practice for long-term growth. Our goal is to make this the last career transition you contemplate.

Lateral Integration Team

Holland & Knight's premier lateral integration program is a key differentiator and reflects our commitment to the success of our lateral partners. Supported by an experienced integration professional, partner ambassadors, and marketing and business development professionals, you will have a dedicated team of trusted advisors, advocates and connectors. Your Integration Team is focused on helping you build relationships, transition clients, expand your network and broaden your practice.





Lateral Integration Process

Initial Meeting

Before you join Holland & Knight, you will meet with members of your Integration Team to discuss the priorities that matter most to your transition. Together, we will review a customized transition checklist, plan for the clients and matters you plan to bring with you, identify key introductions, discuss communication strategies for your arrival and ensure you have the resources you need on Day One.

Integration Plan

Your integration plan serves as a personalized road map for your first year at the Firm. Tailored to your practice, clients and business goals, the plan outlines strategic introductions, opportunities to expand client relationships and ways to connect with existing client teams and Firm initiatives. Through regular check-ins, we will celebrate successes and surface challenges and opportunities. A month-by-month action plan keeps priorities top of mind and on track.

Opening Matters and Engagement Letters

A dedicated team works alongside you to facilitate the transition of client matters. With deep experience supporting lateral partner transitions, our team of Lateral Intake Coordinators will guide you on the engagement letter and matter opening processes and anticipate next steps so you can focus on your clients and your integration.

Take your practice to the next level at Holland & Knight.

Testimonials



"From Day One, the Integration Team guided me every step of the way. The team doesn't just check boxes to complete the integration plan. They ensure that our efforts are substantive and purposeful. I commend Holland & Knight for recognizing the need for a dedicated integration team. It is vital to ensure a successful integration for both the Firm's and new lateral partner's benefit."
– Meredith Auten, Partner, Philadelphia



"What stood out to me when I joined was how quickly the Integration Team helped me establish my practice within Holland & Knight. They connected me with colleagues across the Firm, helped me identify opportunities for collaboration and ensured I had the resources and support I needed to build momentum from the start. The Integration Team helped me transition seamlessly into the Firm and were an invaluable resource that helped ensure I was successful."
– Tara Sullivan, Partner, San Francisco



"The Integration Team was excellent, proactive and extremely responsive during my integration and onboarding process. They repeatedly arranged weekly meetings with key stakeholders to allow me to build my network within the Firm, and they always made my visits to other offices productive and successful, scheduling individual and group meetings with colleagues. These efforts have accelerated my integration into Holland & Knight. The team continues to address questions or concerns as they arise, finding the right people to help me in any situation."
– Carmelo Gordian, Partner, Austin

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