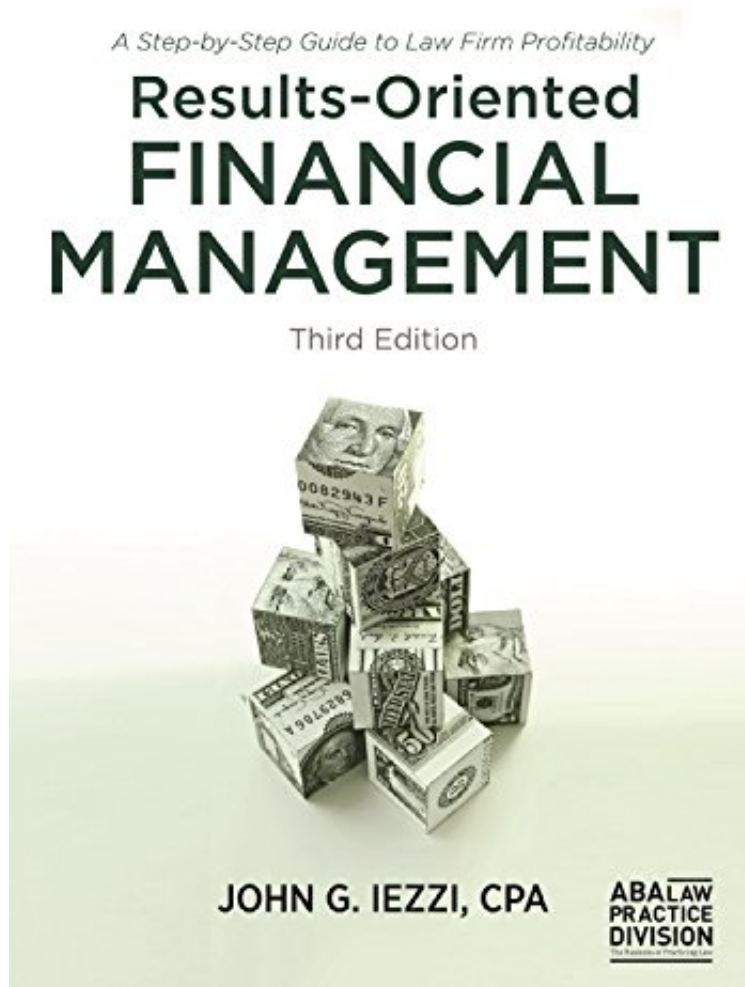


Results-Oriented Financial Management: A Step-by-Step Guide to Law Firm Profitability

John G. Iezzi

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Strong financial management helps law firms profit in the good times and weather the bad ones but it also takes time and effort. Finding the time during a busy day can be challenging, and for many firms, hiring an expensive CFO is out of the question. But now there's the newly updated and revised edition of Results-Oriented Financial Management. The first two versions have helped countless firms reach their financial goals, and this third edition is no exception. Nationally-recognized expert John Iezzi covers every aspect of the financial management process, from gathering a firm's historical data, to preparing and analyzing the overall financial plan. Whether you're a financial novice or veteran manager, this book will help you examine every facet of your financial affairs from cash flow and budget creation to billing and compensation, including: Calculating net income Preparing annual financial plans Setting billing rates and performing analyses on results Performing timekeeper breakeven analysis Examining cash flow analysis Performing pro-forma calculations And much more!

About the Author Mr. Iezzi has a wide breadth of experience in all areas of law firm management and administration. He spent 16 years as the Administrator of McGuire, Woods, Battle Boothe, a 300 lawyer firm headquartered in Richmond, Va. Prior to starting his own consulting company, the Iezzi Management Group, he served as a senior manager in the law firm consulting group at Price Waterhouse and Director of Consulting Services with Information Technologies Corporation. Mr. Iezzi is considered a national expert on law office management, specifically in the financial management area. After eight years as an auditor with Price Waterhouse, Mr. Iezzi joined McGuire, Woods, Battle Boothe and assisted the firm as it grew from 52 lawyers in two offices to over 300 lawyers in eight offices. He was responsible for all non-legal aspects of the firm, including general administration, financial management and technology. He developed sophisticated financial reporting systems for office, client and partner profitability, which have become industry standards. During his tenure, he was instrumental in a merger which at the time, was one of the biggest in the history of the profession. His consulting assignments have been many and varied, including engagements in strategic planning, partner compensation, executive director recruiting, technology planning, financial management reviews, partner and shareholder buy-out agreements and client satisfaction surveys. He also provides administrative management services to smaller firms, serving as their full time administrator on a part-time basis. Author of over 90 articles on law office management related topics and speaker in over 500 seminars and conferences throughout the country. For three years, Mr. Iezzi served as an Adjunct Professor at the Marshall-Wythe School of Law, at the College of William Mary in Williamsburg, VA, where he taught a course in Law Office Management. He now teaches this course at the T. C. Williams School of Law at the University of Richmond.