



**Cara Rhodes**  
Principal  
Hoffman Alvary & Company LLC

Cara Rhodes is one of the four founding Principals of Hoffman Alvary. She has been advising law firms on strategic, management and financial issues for twenty years. Her clients include international, national and regional firms from across the country. Ms. Rhodes also has a niche practice working with Intellectual Property firms.

In her twenty years of practice, Ms. Rhodes's consulting engagements have addressed:

- Firm strategy and defining investment and growth priorities;
- All phases of the merger and acquisition process from assessing the desirability of a combination and identification of suitable targets through implementation;
- Earnings improvement programs;
- Practice and client based analyses to enhance firm position and profitability;
- Partner compensation systems;
- Partnership structural alternatives, admissions criteria, career tracks and track length;
- Competency-based associate development, progression and compensation;
- Unfunded partner retirement programs;
- Practice group structure and planning processes;
- Governance and organizational structures;
- Management reporting practices and systems;
- Firm capitalization and partner capital systems;
- Law firm retreats;
- Lease renegotiations;
- Demand / capacity assessments for right-sizing the practice; and
- Guiding firms through orderly dissolutions or firm bifurcations when stand-alone and/or combination options are not viable.

Ms. Rhodes speaks widely at organizations interested in trends within the legal profession including Massachusetts Continued Legal Education (MCLE), Law Firm Marketing Association (LMA), and Association of Legal Administrators (ALA).

Prior to starting Hoffman Alvary in 1996, Ms. Rhodes was a senior manager at Price Waterhouse. She also started her career as a financial analyst for Digital Equipment Corporation as part of their Financial Development Program.

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Education:

Harvard University  
*Cum Laude*  
B.A. in Economics

Boston College  
Masters in Finance