



Marie Lefton, Esq.
Principal
Hoffman Alvary & Company LLC

Marie Lefton is a Principal of Hoffman Alvary. She advises law firms on strategic planning, governance, and other critical management issues. Her expertise incorporates firm and practice group business plans, lateral integration programs, alternative pricing models, and lawyer evaluation and compensation systems, including transitioning to competency-based models for associates. Ms. Lefton has worked on projects including:

- Strategic plans for firms, practice groups, and industry groups;
- Implementation and integration programs following new office openings and major lateral acquisitions;
- Business development programs, including analysis of internal client data and external market research;
- Associate staffing models, including career paths for off-track lawyers;
- Partnership structures and tier systems;
- Evaluation and review processes for both partners and associates;
- Governance issues, such as practice group and committee structures, nominations and elections and succession planning; and
- Fixed fee and other alternative pricing models.

Ms. Lefton brings 28 years of experience with AmLaw 100 firms. She was a litigation partner at Goodwin Procter LLP, and then spent 17 years in senior management, first as the Director of Professional Practice for Mintz, Levin, Cohn, Ferris, Glovsky & Popeo, PC, and more recently as the Chief Strategic Planning Officer for Fish & Richardson PC.

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Education:

Yale University
Summa Cum Laude
Phi Beta Kappa
B.A. in Political Science and Philosophy

Harvard Law School
Cum Laude
Juris Doctor