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Robinson & Cole

Law Firm, In Brief, Treats All Equally

Best Places
TO WORK IN **CT**
LARGE COMPANIES
200+ Employees

Ranked
#4
LARGE

CONTRIBUTED PHOTO

It's a point of pride for Eric Daniels that Robinson & Cole is the only law firm in 2006 and 2007 to be named a Best Place to Work in Connecticut. "When I tell people we've been recognized [they] don't associate law firms with places that would be great to work," Daniels said. After all, he added, it's a stressful environment and lawyers can be difficult to work with.

"It doesn't happen by accident," he said of the designation. "You have to consciously work at it. You can't take it for granted." Daniels said one of the biggest challenges he faces as managing partner of one of Connecticut's largest law firms is meeting financial goals while still having the firm be a great place to work.

Daniels said it's also important for every employee to feel they've contributed to the firm's



Robinson & Cole Individual Clients Paralegal, Susan Haefner with Robinson & Cole colleagues honoring her 36 years with the firm at her April 2006 retirement celebration.

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success. That's why he shares the results of the firm's annual client survey with every employee. "Everybody can understand what we can do to deliver an even higher level of service," he said. "Being successful is part of being a great place to work."

The firm fosters strong relationships between partners and associates by presenting mentoring awards at an annual event that celebrates the firm's 162-year history. (It was started by Lucius F. Robinson back in 1845.) Employees who volunteer for non-profit causes are presented with community service awards.

Part of the firm's success, Daniels posited, is its lack of pretensions. "Certainly we don't have a caste system where partners are treated differently than associates than administrative assistants," he said.

There is an annual staff appreciation week where employees are surprised daily with food, flowers or gift boxes. Staff anniversaries are also celebrated at Robinson & Cole. "Not surprisingly," Daniels bragged, "we have many employees who have been with us a long time."

Of course, when there's a mixture of long-time employees and associates fresh out of law school, it's also important the firm be cognizant of the needs of both. "We are mindful of generational differences," Daniels said. "Today's associates have different wants than past associates."

Robinson & Cole just had a work/life balance task force comprised of associates and partners complete its exploration of how to achieve that balance. Daniels said the firm's executive management is taking their recommendations under consideration.

Daniels also feels it's important for the firm to continue the summer outings planned by each office, as well as the annual holiday party. "We think it's important for people to have time together in a casual setting," he said. ■

Type of business: Law firm

CT employees: 351

CT locations: 3

Headquarters: Hartford

HR contact: Margaret Bowen

Top local executive: Eric Daniels,
managing partner

Founded: 1845