

Debbie Epstein Henry's Law & Reorder

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Debbie Epstein Henry, of Flex-Time Lawyers, has been a champion for Ms. JD since the very beginning. She has been a speaker at almost every major event Ms. JD has hosted, a constant supporter of new programs, and -for lack of a better word - a cheerleader in the industry for Ms. JD's fledgling efforts.

So it is with great pride and excitement that I write about Debbie's new book *Law & Reorder: Legal Industry Solutions for Restructure, Retention, Promotion & Work/Life Balance*. The book is a remarkable undertaking. Debbie makes a thorough review of the the structural shifts forcing change in the industry before going about making suggestions for institutional and individual success.

The basic premise is that the market for legal work has changed but law firms, law schools and legal service providers haven't caught up. How and when they catch up will have implications for women and minorities. The first half of *Law & Reorder* assesses these changes from the perspective of firms and other legal employers. The second looks at the changing landscape from the perspective of an individual lawyer.

I agree with Debbie's assessment that the market has changed. I think the two greatest changes in legal practice in the last few decades are the rise of e-discovery and the entrance of women and minorities into the profession. Both have served to undermine the credibility of the almighty billable hour as an organizing principle. Clients have reacted much more quickly to both factors than legal service providers have.

Law & Reorder is a remarkable contribution to the dialog on women in law. I love that there is both an indictment of the state of the profession *and* a concrete proscripton for change and success. And I love that much of the indictment and solution are gender-neutral. Best of all, Debbie has lined up all the right supporters, with a long list of the country's most influential general counsels all reading and signing on to the thinking here. She's got the attention of the major players and that's very very good news for all the rest of us.