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### 3 Keys to Succession Planning, According to People Who Do It

**Larry Campagna quote in article on 3 Keys to Succession Planning, According to People Who Do It**

*Law.com Pro Mid-Market*

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In a December 7, 2022, article in Law.com Pro Mid-Market, 3 Keys to Succession Planning, According to People Who Do It, Houston-based Managing Shareholder Larry Campagna discusses the firm's philosophy toward succession planning. Campagna says he asks shareholders annually about their three-year plan.

In some areas of the firm where we have a lot of depth, one person deciding they want to sail off into the sunset in a few years doesn't call for a lot of planning, except to transition their clients to someone else, explains Campagna. In other areas, we would be looking to determine whether we have the right person on board to handle that business, or whether we need to be looking elsewhere. It depends on the team and what's appropriate for that group.

He adds that the firm's recruitment and business development committees aim to help younger attorneys with leadership experience, and the firm also has a billing credit program between attorneys and client account teams to share in the management of accounts. T

o learn more, subscribers may view the full article [here](#)