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“Let's Protect Our People': How Chamberlain Hrdlicka's New Leader Pivoted Priorities in His First Year”

The Mid-Market Report

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In an article that published in the *The Mid-Market Report* on January 29, 2021, Managing Shareholder Larry Campagna is profiled discussing how he pivoted his leadership priorities during his first year as managing partner due to the COVID-19 pandemic. He reflects on lessons that he learned from the year no one saw coming.

“Nobody said you’re going to have to deal with a global pandemic the likes of which has not been seen in modern times,” explains Campagna. “Our first priority was to protect our people. We have had different local rules for each of our four offices. So, we had to deal with different requirements in different cities. And we actually have had different protocols and procedures in different cities, mostly because the nature of our practices in different places requires different responses.”

Campagna further explains how the pandemic has changed his approach to leadership during his first year as managing shareholder.

“In our firm, the managing shareholder is part of the glue that holds people together and creates the culture and keeps the firm culture alive. And when you take away the opportunities for people to be in the office together every day, that function has to change. And the way you manage the firm has to change, I think, in order to continue that culture. I have tried to communicate regularly with the employees of the firm. I’ve sent many more emails to them than I ever would if we were all in the office together every day. I’ve tried constantly to thank them for all the efforts they’ve made on behalf of the firm to adapt to these circumstances, because so many of our people have done work above and beyond the call of duty in order to adapt to the new circumstances.”

To read the full article, subscribers may [click here](#).