



ALIAN^T
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Finding the Ideal Aliant Member

We are looking to recruit like-minded lawyers and law firms. This means that we are looking for new members who are focused on growth and opportunity, and not on what they may lose. That type of mindset is not appropriate for an entrepreneurial organization like Aliant. More specifically we are looking for firms that will be actively involved in Aliant, share our vision, have largely corporate practices with a significant number of cross-border matters and the desire to expand their international reach.

We are also mindful of preserving our Aliant family. While we want to grow, it is more important to add members that will be likeable, helpful, and supportive.

Look for these qualities and characteristics in your recruiting efforts!

- ✓ Law firms ranging in size from 5 to 50 attorneys, depending on the region and standard size of firm. Entrepreneurial orientation.
- ✓ Progressive and modern approach to the practice.
- ✓ Often a first-generation firm, not a firm with a very valuable existing brand.
- ✓ Amenable to co-branding/long-term Aliant brand adoption.
- ✓ International practice, with emphasis on corporate cross border transactions and litigation. Practices like M&A, corporate, data privacy, IP, litigation, banking and finance are ideal.
- ✓ Attorneys who have practiced in larger regional or global firms and have started their own practice.
- ✓ Believe the practice of law is changing and looking for a new type of firm, new way of doing business.
- ✓ Want to expand their international practice; Currently have clients who need legal counsel in other jurisdictions.
- ✓ Well-connected in the field; Ability to reach out to others in their regions or international jurisdictions for recruiting purposes.
- ✓ Clients predominantly middle market or entrepreneurial companies with international operations, markets, and needs.