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able for guidance. Once completed, I make sure I acknowledge the good work by saying “thank you” and “great job.”

**LAW**



**Chiesa Shahinian & Giantomasi PC**

*By Daniel A. Schwartz, Esq., Managing Member*

We operate under several core principles that have strengthened CSG’s standing among the most forward-thinking law firms in New Jersey. These include nurturing innovation and entrepreneurial spirit—especially with our next generation of leaders—and encouraging collaboration across the firm’s range of practices. Providing our young attorneys with autonomy has enhanced the breadth of practices CSG offers. In fact, several of the new practice and industry groups we have launched over the past year have been ideated, developed and actively managed by the firm’s future leaders—including our Professional Liability and Cannabis Groups. Collaborative business development has also long been an area of emphasis for firm leadership. This approach showcases our talent and depth when bringing in new business. Additionally, it provides prospects with confidence that, when working with CSG, they will be served by a team of multidisciplinary legal counsel prepared to address their unique challenges and needs.



**Connell Foley LLP**

*By Philip F. McGovern Jr., Esq., Managing Partner*

Paying attention to the individual and being attentive to their needs have long been hallmarks of Connell Foley’s work environment. As a law firm, we are in the business of building relationships. By virtue of decades of example set by the former and present leaders of the firm, our attorneys understand the firm, its core values and the types of business and working relationships that endure over

time. We offer regular training to our attorneys in substantive areas of law as well as marketing and business development skills. We provide them with the resources to build their relationships through a variety of endeavors, including industry and community events that are important to both their practices as well as personal interests. We believe giving our attorneys the support and skills to thrive both personally and professionally makes for a more energized, successful and productive individual.



**DeCotiis, Fitzpatrick, Cole & Giblin, LLP**

*By Joseph DeCotiis, Esq., Managing Partner*

We have always prioritized supporting members with the direction needed to expand their reputations in the New Jersey and New York City legal discourse. This includes personal development, such as a firm-hosted female leadership retreat on successful goals and strategies for advancing female participation in executive roles. We encourage members to be recognized as thought leaders in their practices via features in industry media such as *Westlaw*, *New Jersey Lawyer*, and *Becker’s Hospital Review*, and regional



media including *The Record*, *The Star-Ledger* and *Asbury Park Press*. We have helped coordinate and encourage appointments to commissions and professional organizations such as the New Jersey Commission on Puerto Rico Relief and the New Jersey Superior Court. Partners and members serve in leadership roles in professional organizations throughout the region and have received honors such as New Jersey’s “Top Business and Political Influencers,” HNBA’s “Top Lawyers Under 40” and Super Lawyers’ “Rising Stars.”



**Gibbons P.C.**

*By Patrick C. Dunican Jr., Esq., Chairman, Managing Director*

We recognize the importance of leadership training to ensure the firm’s continuity by teaching, and then passing on to the next generation, leadership roles, including those on the firm’s executive committee, practice group leaders and chief administrative officers. In 2011, we launched the Gibbons Leadership Academy (GLA), a high-level program to identify our next generation of leaders and equip them with leading-edge techniques and practical instruction that will help them advance their careers to partnership and beyond and to guide the firm into the future. The GLA platform imparts the most valuable tactical and strategic instruction for raising their professional profiles, developing new business, providing stellar client service, effectively overseeing complex matters, and, eventually, honing the management and executive skills they need to successfully run the firm.



**Harwood Lloyd, LLC**

*By David M. Repetto, Esq., Co-Managing Partner*

Lawyers, in addition to being good practitioners, have historically been leaders in their communities in the organizations they support, and generous in giving back. Young lawyers also need to recognize the importance of leadership, manage-

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ment and developing business. Some do it better than others, but we believe that every attorney in our firm is capable of mastering these skills, all of which make them more valuable than just being very good practitioners. We expose all of our attorneys to these needs, so they can increase their skills through actual experience. When I first joined the firm, I tried cases and closed deals, and while we still give all of our attorneys that experience, we also encourage them to participate in managing, growing their practices and leading others through a formal mentorship program. We recognize the need to ensure that the next generation of firm leaders is gaining that experience today.



**Herbert Law Group LLC**  
By John T. Herbert, Esq.,  
Managing Attorney

Mutual respect, civility, appreciation and open communications are critical to starting, growing and maintaining a successful organization, along with providing a needed product or service for clients. Everyone associated with our law firm plays a critical role in client development, retention and serving the needs of our clients in a timely and highly professional manner. This is our expectation of all, without exception. Creating a work environment that expects creativity from each person involved in our business promotes continued improvement in how we operate and serve

clients. In other words, 10 ideas to get things done more effectively is better than one or two ideas. It has been our experience that each of our valued personnel has helped to incrementally improve how we professionally serve our clients and to respectfully work with our adversaries to find reasonable solutions to the legal disputes that arise between us. Accordingly, all of our employees are empowered to become sales leaders, innovators and rainmakers, along with becoming business and process improvement contributors.



**McCarter & English, LLP**  
By Joseph T. Boccassini,  
Esq., Firmwide Managing  
Partner

Our firm's management works hard to strike a balance that ensures well-represented clients, a profitable partnership and empowered, challenged and professionally satisfied attorneys and staff. Our attorneys reflect the entrepreneurial, collaborative and innovative character of our clients; not content simply to be experts in their areas of practice, but driving themselves to excel in cutting-edge growth areas such as blockchain, solar energy storage, smart contracts, artificial intelligence and crypto-currency. So as a firm, we stay dynamic. Our leadership recognizes that the world is evolving, and we routinely encourage our attorneys to be creative and responsive to the changing market for legal services. It's relatively recent that our firm embraced commer-

cial property tax appeals on contingency when that wasn't fashionable—now we have a nationally prominent practice.



**Norris McLaughlin & Marcus, P.A.**  
By John Vanarthos, Esq.,  
Chairman

Every attorney at Norris McLaughlin completes a personal development plan wherein they define their goals and objectives for the coming year. These plans don't simply sit on the corner of a desk. Each attorney meets with his or her practice group leader to identify how to reach the goals and objectives outlined in the plan. From there, the practice group leader, with assistance from the firm's marketing department, figures out what financial, technology, etc. support is needed to achieve success. Additionally, our young attorneys are given business development training sessions on a bi-monthly basis by our marketing department. The sessions range from pop quizzes on the capabilities of the firm's attorneys to educate our "salesforce" to creating time to "market" themselves, to *Shark Tank*-style sessions where they come prepared to "sell" ideas to the marketing department with the goal of implementing the idea.



**NPZ Law Group, P.C.**  
By David H. Nachman, Esq.,  
Managing U.S. Attorney

Our immigration and nationality law firm uses a multi-faceted approach to empower individuals to become team players, ambassadors and innovators. Our customer service representative, who ordinarily answers our phone and greets clients, also learns entry-level paralegal skills as part of the legal team. On the other end of the spectrum, two of our managing attorneys regularly travel to their respective native countries to meet with representatives of local businesses and to host information seminars. As ambassadors of the law firm, the attorneys develop valuable professional relationships, gain a deeper understanding



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of the current immigration needs of their respective countries and promote our business model. Two immigration paralegals who are interested in technology matters voluntarily run an in-house IT Team to fix minor computer and communication technology issues. NPZ believes clients are better served when employees feel encouraged to expand their professional roles within an organization.



**Riker Danzig Scherer  
Hyland & Perretti LLP**  
*By Michael R. O'Donnell,  
Esq., Co-Managing Partner*

Empowerment starts with communication, knowledge and mentorship, so even our most senior partners work collaboratively with young attorneys and staff on legal matters. That mentorship continues with encouraging our attorneys to be involved with their communities. We emphasize regular communication within the firm about the exceptional activities and actions taken by our attorneys and staff, regularly sending firmwide e-mails about cases won, deals closed, and settlements achieved; ensuring credit is given to all who participated in the matter; as well as highlighting individuals who have



taken on leadership positions in bar and civic organizations or received awards. We have a bi-monthly newsletter for all employees discussing recent work and practice development initiatives, and also provide updates on the hot topics our attorneys are speaking on and writing about. We also provide professional development training and informal young attorney get-togethers to encourage a business development mindset and skills.



**Rutter & Roy LLP**  
*By Christine A. Roy, Esq.,  
Partner*

Our firm is committed to fostering a collaborative culture where our attorneys form strong working relationships that enable us to pool our wide body of knowledge and expertise to provide optimal value for clients. As a team, we have a genuine bond and mutual respect for the unique perspectives and skills each of us brings to the table. Together, we work to create a relaxed, collegial environment where everyone is encouraged to share ideas and experiences across practice areas to deliver innovative, cost-effective solutions and the highest standards of service to our clients. Our family-friendly philosophy includes supporting flexible work schedules to accommodate personal needs. Unlike many larger law firms, we do not have an annual billable hour requirement. Instead, we focus on providing our attorneys and staff with the resources and opportunities they need to do good work and achieve their full potential.



**Scarinci Hollenbeck**  
*By Russell Ascher,  
Executive Director*

Our firm's employment philosophy centers on flexibility, scalability and creating the ideal work/life balance. This is achieved by being flexible with scheduling and offering financial compensation that suits the personal needs of all our attorneys. We design our system so attorneys can work remotely from anywhere, at any time.



We encourage every attorney, including associates, to "get" business by providing them with resources to help gain, retain and service clients and we incentivize this by offering excellent commission-based packages for client retention. Additionally, we've created an environment wherein our attorneys are granted the opportunity to grow. Within our award-winning mentorship program, our senior attorneys groom younger associates to maximize client relationships and prepare them for success. By influencing an entrepreneurial spirit and providing attorneys with top-notch IT, mentorship and marketing support, we enable our employees to break through glass ceilings and succeed at building a thriving practice.



**Sills Cummis & Gross P.C.**  
*By R. Max Crane, Esq.,  
Managing Partner*

My goal as managing partner is to inspire and manage our lawyers and staff. Our firm provides lawyers with personal support and attention, and freedom to operate. This starts with an open-door policy. I listen to the needs of our lawyers—including business development and leadership ideas. The firm then supports their charitable, speaking, marketing and community efforts. This model has provided a thriving environment for successful lawyers and independent thinkers. I can think of a long list of successful rainmakers who have spent two or more decades here. That means a lot, especially today, because books of business are extremely portable. This approach has also given the firm the ability to be a good landing spot for highly qualified rainmakers and practice leaders who are ready for a change and have their choice of firms.

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Earlier this year, we welcomed renowned litigator James E. Tyrrell, Jr., from Locke Lord.

**MANUFACTURING**



**NJMEP**  
By John W. Kennedy, Ph.D., CEO

Employees who can be their authentic best selves at work are more productive and more likely to stick around. I listen, have a conversation with them and ask them questions. "What allows you to do your best work? What makes you proud to work at NJMEP?" I want to find out what their passion is in every aspect of their lives, including their work and career, as when employees follow their passion, I believe they automatically become growth-oriented and naturally tend to take on more challenging tasks. The achievement of tasks leads to greater success, both personally and professionally. I provide them with the tools and resources they need so they can succeed. I engage with employees rather than simply issuing orders, which results in high levels of employee engagement and tight strategic alignment.



**Plast-O-Matic Valves, Inc.**  
By Tim Delorenzo, President

All employees have clear job descriptions and S.M.A.R.T. goals monthly, quarterly and annually that tie into the company's goals. The goals are tied to team members' goals such that an individual is only fully achieving his or her goals if the team also achieves its goals. Employees are compensated for hitting those goals. We also define primary and alternate paths for everyone so that they know exactly what their hard work is leading toward in the future. If those paths and destination are acceptable to the employee, we allocate resources to any training and education that it will take to get the employee to that destination. Job rotation, travel, webinars, college courses and retreats are just a handful of examples. Our people don't

show up on our balance sheet, but they are our most valuable asset—and we invest in them.

**MARKETING**



**DSM**  
By Darren Magarro, President

Learn, fail, mentor and repeat. It's a simple science. Nothing can be achieved by anyone if they are not allowed to take risks with the potential of failure. I was taught this lesson at a very early age and think it is so important, no matter what generation you belong to. As the leader at DSM, my sole responsibility is to ensure that our folks know I have their backs, even if they fail. Failure provides a roadmap to success and if our team knows they have the freedom to execute "outside the box," they will inevitably encounter opportunities to learn and evolve as marketers and humans. It's a win, plain and simple.



**Single Throw Marketing**  
By Larry Bailin, CEO

We've made sales part of our culture. It's easy to say, "Everyone's job is sales." It's harder to instill a culture where selling is a daily function in all job positions. We frame sales as a service, an ingredient in all our services. Our job is to be professional persuaders, creating sales activity for our clients. Sales acumen is a prerequisite for success in marketing. We train regularly. As I write this, we are preparing for a company-wide training session in our office conducted by a sales trainer

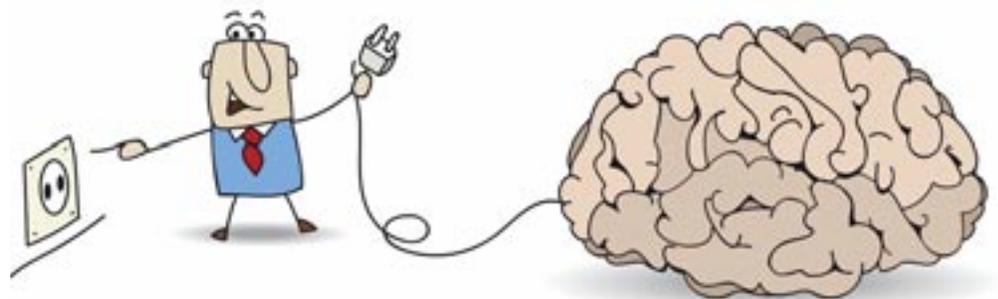
from Google. When our employees look at the world through a sales lens, they are better equipped to help our customers seize opportunities—and develop creative and innovative ways in which to help our clients create coveted sales activity that opportunity is born from.

**OCCUPATIONAL HEALTH & INDUSTRIAL HYGIENE**



**The Windsor Consulting Group, Inc.**  
By Bernard L. Fontaine, Jr., CIH, CSP, FAIHA, Managing Partner

Over the past 28 years, we have transformed our management style toward holacracy, self-organization and lean management principles. Our success across all business lines uses a continual process of engagement and empowerment of all staff to drive passion in their work toward the mission, vision and value of our business to our customers and other stakeholders. We have profiled our professional occupational health and safety services on social media to improve transparency and communications, and highlighted opportunities for customers to learn from our success. This business practice has helped us restructure, govern and run our organization with less bureaucracy and better efficiency. It replaced our top-down, predict-and-control paradigm with a new way of achieving control by distributing management decisions without micromanaging approvals and forming committees. The outcome has vastly improved our profitability; helped us streamline our business; and enabled us to open new markets.



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