

# Missions & Visions

# BOWDITCH

ATTORNEYS



A “lifer” who began his career at Bowditch & Dewey more than 30 years ago as a summer associate, Robert D. Cox Jr., whose practice focuses on environmental law and environmental litigation, recently became managing partner of the firm.

**Q: How would you describe your law firm’s mission?**

**A:** Our mission is to be a firm that clients consistently rely upon to assist them with legal issues and business goals. We are a traditional law firm making modern changes.

**Q: What is your firm’s greatest strength?**

**A:** What sets us apart is our ability to bring on board and integrate new talent. We are very good at attracting and bringing in new people and having them stay. Over the last two years, we’ve brought in eight laterals and we know how to make them feel at home on day one.

**Q: What practice areas do you see as having the most potential for growth in 2018, and why?**

**A:** It shouldn’t come as a surprise that clients are facing a lot of uncertainty on the regulatory side, given the many changes taking place. We’re also seeing a lot of concern about data privacy and cybersecurity.



**Robert D. Cox Jr.**  
MANAGING PARTNER,  
BOWDITCH & DEWEY

**Q: As managing partner, what trends in management do you see as most likely to lead to substantive change in the legal profession?**

**A:** I see three trends having an impact. First, firms are becoming less hierarchical. Younger lawyers want to be more involved, and we’re answering this call by putting our younger lawyers front and center at events, for example. A second trend is that firms

**Q: What is unique about your firm’s culture? What sets you apart?**

**A:** Compared to other firms, our structure is unique. In many ways, we operate like a big firm but the change in our management structure allows for faster decision making. We have about 60 attorneys, but we punch above our weight. Culturally, we have a strong sense of loyalty. I’ve been here my entire career and that’s not uncommon at

**“Culturally, we have a strong sense of loyalty. I’ve been here my entire career and that’s not uncommon at Bowditch for lawyers or staff. People come here and they stay.”**

are operating like a business. At our firm, we have made changes to our management structure, from a five-member senior partner management committee to a managing partner and executive director with the equity partners acting like a board of directors. And third, employees don’t stay as long at one firm. To address that, we have spent a lot of time on our hiring choices and retention.

**Q: How is technology changing the practice of law?**

**A:** Leveraging technology to provide a better overall client experience is a top priority for me. By having lawyers utilize technology, we can provide services faster and more efficiently and at the same time be more cost effective.

**Q: What do you see as the biggest challenge the legal profession will face over the next five years?**

**A:** We have seen a change in how legal services are delivered. Clients are much more savvy and have a lot more choices. In an effort to better meet our clients’ needs, we recently joined the MSI Global Alliance, an international network of accounting and law firms that allows us to serve our clients anywhere from Taiwan to Morocco to Paris.

**Q: What do you see as the greatest opportunity the legal profession will face over the next five years?**

**A:** The opportunity to reinvent ourselves and change the game. Over the last few years, our firm has put in place many of the things we need to be on the cutting edge in terms of client service. I am excited to take these efforts even further.

Bowditch for lawyers or staff. People come here and they stay.

**Q: The local legal community is well known for its commitment to “giving back.” What pro bono work does your firm do that you are most proud of?**

**A:** Our firm is committed to three legal aid referral services: Community Legal Aid in Worcester, Lawyers Clearinghouse in Boston and MetroWest Legal Services in Framingham. At Bowditch, the time spent on pro bono matters counts towards the hours folks put in, which means we track it and use it for performance reviews and compensation. Our firm is part of the community and we want to make sure we are participating in the community.

## PRACTICE AREAS

- BUSINESS AND FINANCE
- DISPUTE RESOLUTION AND TRIALS
- EMPLOYMENT, LABOR AND BENEFITS
- ESTATE, FINANCIAL AND TAX PLANNING
- REAL ESTATE AND ENVIRONMENTAL

## OFFICE LOCATIONS

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