

Ch: 5 - Management and Personnel Technology Considerations

Committed Management Support and Involvement



To revitalize the technology plan in your firm, the managers and leaders of your organization must embrace a technology vision and support a technology culture. The firm's leaders must understand and take action to reflect and implement firm technology strategic objectives. If the leaders do not understand or are opposed or noncommittal to integrating technology into your organization, then the allocation of available resources - money, training and people - will not be a priority. Without equipment, software, and training, small automation pockets or islands may develop, but no firmwide implementation of automation will take place.

Fred Bartlit, Jr., Esq. of Bartlit Beck Herman Palenchar & Scott in Chicago, Ill., says that

One of the keys to adopting technology in the firm is to gain firm leadership support. Leadership support can be gained in a number of ways. If the "technology idea" can originate from your leader, then it will have a much stronger chance of success. If your manager has a close friend who has enacted technology and whose opinion he trusts, this may be the best avenue. If management can attend an outside seminar or presentation as a team on how technology is used, it may be one of the best methods to take a serious look at technology. Another way is to host a technology seminar in-house. Besides being eligible for CLE approval it gives the firm members and leaders the opportunity to ask specific questions of the state of technology and the industry trends from a respected expert.

Probably the two most important factors for prototyping and implementing the firm's technology