

## New York Law Journal



### OFFICE MANAGING PARTNER OF THE YEAR FINALIST:

Marc Jaffe,  
Latham & Watkins



**In just a few words, how would you describe your leadership style?**

Consistent with Latham's values: inclusive, consensus-driven, and bottom-up.

It's important to me to foster an environment in the New York office in which everyone — every lawyer and every business professional, at all levels — is valued, knows their voice is heard, and understands how their individual role is critical to the firm's overall success. Those who know me know I'm not shy. I lead with humor and collegiality, which I hope encourages and energizes my colleagues to not only focus on delivering the best results for clients, but also to have fun while doing so.

We are a united team at Latham rowing in the same direction. My goal is to pass the firm's values on to the next generation so that they are as proud as I have been to build a career here and wear the Latham "uniform."

**What are some of your notable accomplishments during your tenure?**

By far, the myriad successes of our clients and being a part of their growth journeys, as well as championing the next generation of legal leaders, rank among my proudest accomplishments. This year we are celebrating the 40th anniversary since opening our New York office in 1985 with a team of nine lawyers and a mission to

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disrupt the biggest legal market in the world. I'm incredibly proud that we have grown into one of the largest firms in the city and the destination firm for the best legal talent and clients' most sophisticated matters.

Since I assumed the role of Office Managing Partner in 2021, more than 75 lateral partners and counsel have joined Latham, at a time when premier legal talent has consolidated among fewer firms. We have evolved Latham's lateral integration program to provide industry-leading, bespoke support to lateral hires, and implemented Next Gen, an internally-created professional development series led by Latham senior partners that provides tailored content and training to prepare the next generation of partners to lead the firm.

On a personal level, I am profoundly honored to have received American Jewish Committee's Judge Learned Hand Award last year, and I'm proud that my commitment to inspire civic and philanthropic engagement in the legal profession has left a positive impact.

### **What are the traits necessary to lead a firm's New York office?**

Leading a firm's New York office requires foresight and fortitude to stay ahead of market

shifts and ensure the firm is positioned for long-term growth. An effective leader must be dynamic and nimble so they can pivot strategies for long-term success. Because Latham has 29 offices around the world, our leadership team must think globally while operating locally, with a sophisticated understanding of New York's integral role in the global economy.

Leadership also includes a commitment to giving back to the New York communities in which we live and work. I champion pro bono work as a cornerstone of our office's culture, and I'm proud of our service in matters like the independent review of CUNY policies led by Judge Jonathan Lippman, the former Chief Judge of New York and Latham Of Counsel. My tenure as New York Office Managing Partner has coincided with a pivotal time as the city emerges from the pandemic. We responded by doubling down on our community engagement and charitable contribution efforts, and have implemented new tools like Benevity, a platform that consolidates volunteer and community-building opportunities to make it easy for our employees in the New York office to find opportunities and work together to support this remarkable city.