

## [Why Some of Your Very Best Lawyers Leave Your Firm](#)

Posted by [Cordell Parvin](#) on August 31, 2011

Most lawyers I know in private practice have had an outstanding partner or the most promising associate leave their firm. Most have wondered why. I think I may have an answer.

A few months ago, I was out of town flipping channels in my hotel room and when I got to [ESPN](#). The show was [30 for 30: Marcus Dupree The Best That Never Was](#).

I watched amazed at the talent I saw on the screen. I have never seen a college running back like Marcus Dupree. He was remarkable during his freshman season at University of Oklahoma.

In the 30 for 30 segment, Barry Switzer described Dupree as the most gifted player he ever coached. He also acknowledged that the biggest mistake he made as a coach was the way he coached Marcus Dupree. In a recent Tulsa World article I particularly enjoyed [The real Marcus Dupree: Former OU running back at peace with his life](#), Marcus Dupree describes that communication was the problem.

I guess you could say the message is communication," he (Dupree) said. "No matter what it is. If it's marriage, if it's being a good friend, if it's a coaching staff, communicate.

As a sports fan, I am saddened that the young man who could have become the greatest running back ever, instead became "The Best that Never Was."

Having practiced law for more years than I care to mention, I have seen first hand many of the very best lawyers leave a firm because of a lack of communication. What are you doing to improve the communication in your firm?

Can you believe college football begins this weekend? Last year after my college, [Virginia Tech](#) lost to [Boise State](#) in the opener, I wrote a blog: [Your Career May Ride on How You Respond to a Big Loss](#). Little did I know when I wrote the blog that the next week I could have added: ...and how you respond to a totally unexpected loss. The Hokies responded well winning 10 straight games. There are some life lessons that could be learned from how the team bounced back.

# Cordell Parvin Blog

DEVELOPING THE NEXT GENERATION OF LAW FIRM RAINMAKERS

Nancy likes to tell friends that my most serious sports injuries have occurred getting up from my chair while watching Virginia Tech on television. Here is hoping I am injury free this fall.

**Cordell M. Parvin** built a national construction practice during his 35 years practicing law. At Jenkins & Gilchrist, Mr. Parvin was the Construction Law Practice Group Leader and was also responsible for the firm's attorney development practice. While there he taught client development and created a coaching program for junior partners. In 2005, Mr. Parvin left the firm and started Cordell Parvin LLC. He now works with lawyers and law firms on career development and planning and client development. He is the co-author of ***Say Ciao to Chow Mein: Conquering Career Burnout*** and other books for lawyers. To learn more visit his Web site, [www.cordellparvin.com](http://www.cordellparvin.com) or contact him at [cparvin@cordellparvin.com](mailto:cparvin@cordellparvin.com).