

MRG Releases Leadership Best Practices Reports for Legal Profession

Results show differing views of effective leader behaviors

PORTLAND, Maine – June 21, 2006 – Management Research Group (MRG), an international firm that specializes in assessment-based human resource development, recently released a Leadership Best Practices report for leaders working in law firms and legal departments within organizations.

The leaders in the study came from North America, Europe and Australia and 73% of the 139 study participants were male.

“This study resulted in some especially unique findings,” said Tricia Naddaff, president of MRG. “Most notably there were significant differences in what bosses, peers and direct reports described as important leadership practices most associated with leadership effectiveness in the Legal profession.”

From the bosses perspective, leaders who were persuasive and were not unduly influenced by authority were seen as being highly effective. Peers were more likely to see leaders who displayed enthusiasm as more highly effective, direct reports were more likely to rate leaders as highly effective when they sought input and communicated clearly.

Leaders were rated by themselves, their direct reports, their peers and their bosses. The study illustrates the distinctly different role relationships each of these constituent groups (bosses, peers and direct reports) has with the individual leaders being rated. Understanding these differences can be very important in helping leaders in legal services increase their effectiveness with each constituent group.

MRG has compiled leadership data from 6,000 companies and 800,000 individuals in 100 countries, and has worked with clients such as NASA, Kellogg, Compaq, Ernst & Young and Intel.

For further information, visit www.mrg.com.

About MRG:

Founded in 1983, Management Research Group is focused on the assessment based tools and research for development and selection on the areas of leadership and management, career development and sales force effectiveness. MRG's assessment instruments are built using unique design, leading edge

research and a wide offering of languages. Independent consultants combine their expertise with MRG's products and services to ensure delivery of powerful solutions. MRG has offices in Portland, Maine and Munich, Germany.