

VISION

MISSION

VALUES

M U C H *S H E L I S T*

culture

At Much Shelist, we define culture as the distinctive set of shared beliefs, practices and customs that make us unique. Our culture helps shape our individual and collective behaviors. It also guides our daily work and long-term focus. We believe that when cultures are effectively articulated and embraced, they make good organizations great.

Our culture is expressed through our **vision**, our **mission** and our **values** – all of which shape who we are and the kind of law firm we strive to be.

VISION

To be the law firm of choice for middle-market clients in Chicago and beyond, based upon a reputation for providing insightful legal counsel and extraordinary, high-value service.

MISSION

To contribute to the ongoing success of our clients by delivering excellence in legal counsel and service.

We accomplish this by:

- Creating a culture of service and performance that makes Much Shelist an ideal choice for clients who seek an alternative to the megafirm.
- Providing the knowledge and experience of senior-level attorneys who play a hands-on, daily role in our clients' businesses.
- Being responsive and fully accessible to our clients.
- Focusing all of our abilities and resources on serving our clients' best interests at all times.
- Recruiting and retaining professionals who possess a strong work ethic and always strive to put clients' needs first.
- Delivering legal excellence, with the belief that strategic growth will naturally follow for our clients and for our firm.

To be long-term, trusted advisors on all matters related to our clients' businesses.

We accomplish this by:

- Becoming deeply vested in each client's business, including its culture, vision, values and on-term strategies.
- Offering effective advice and counsel on a wide range of issues by blending legal insights with real-world business knowledge.
- Recruiting highly skilled attorneys who are leaders in their fields.

To continuously earn our reputation for providing tremendous value as a full-service, client-focused law firm.

We accomplish this by:

- Offering a rate structure that is attractive to both middle-market clients and larger organizations that demand high-quality, high-value work.
- Carefully staffing matters based on our attorneys' experience and their ability to meet client needs, with the goal of delivering the best representation possible while controlling costs.
- Providing professional development opportunities for our attorneys and staff that help them enhance their skills and more efficiently deliver exceptional client service.
- Investing significantly in information technology that allows us to deliver optimal service and value to our clients.

To foster a supportive, collegial work environment for our attorneys and staff that ultimately delivers significant benefits for our clients.

We accomplish this by:

- Promoting a collaborative culture based upon the tenets of mutual respect, trust, fairness, selflessness and compassion.
- Providing a stable environment for our attorneys to grow their practices, develop professionally and gain personal satisfaction from working with great clients and colleagues.
- Encouraging our attorneys to be well-rounded individuals who are able to enjoy life outside the office—all without compromising our intense focus on serving clients.
- Seeking and embracing the contributions of diverse individuals with varied backgrounds and beliefs who bring their collective experiences and skills to bear in serving our clients.

VALUES

Our values are the essential principles that guide our work, as well as our relationships. They should not be compromised for any reason.

Client-Focused Work Ethic

We are passionate about the legal profession and are deeply committed to the belief that hard work delivers the ultimate reward: success for our clients.

Service and Value

We are dedicated to serving our clients responsively and efficiently, and we continually drive ourselves to deliver results while providing great value.

Independence

We have successfully transitioned to the next generation of leadership, and are committed to remaining independent. We pledge to our clients that we will be tomorrow what we are today—only better.

Teamwork and Collaboration

We are a firm that values all members of our team. We celebrate our successes, support each other in the face of challenge and appreciate the unique abilities and contributions of our colleagues.

Integrity and Professional Ethics

Both as a firm and as individuals, we hold ourselves accountable to the highest possible ethical standards—a commitment that is unequivocal and non-negotiable.

Innovation

We leverage our creativity and our depth of experience to generate value-driven legal and business solutions for our clients.

Diversity


Diversity is a vital component of our strategic vision and well-being. By advancing diversity, we not only do what is right, but also enhance our ability to respond to the needs of our clients.

Social Responsibility

We embrace social responsibility as a firm and as individuals. Through community service and pro bono work, we actively support a range of charitable, civic, cultural, professional and social service organizations.

Balance

We believe that excellence in legal practice goes hand-in-hand with excellence in all aspects of our lives. While we share a commitment to perform at the highest levels and provide the best possible client service, we also value and protect our time with family and friends.



The Much Shelist culture embodies our overarching commitment to the highest ideals of client service. It also helps us build and maintain a talented, performance-driven team with some of the best legal and administrative professionals in Chicago. Our culture is what truly sets us apart, and allows us to earn the trust and confidence of our clients every day.

