

# Success Stories

Real connections that started with coffee

Anonymized case studies from firms like yours



# Introduction

Every story in this collection began the same way: two lawyers, matched randomly through Coffee & Law, had a 15-minute conversation. What happened next varied—but in each case, that simple coffee chat led to something neither person expected.

These stories are real. Names and identifying details have been changed to protect privacy, but the essence—the serendipity, the professional value, the human connection—is authentic.

Use these stories to inspire participation in your own firm's Coffee & Law program. Share them in your launch communications. Read them when you're wondering if your next coffee chat will matter.

## **Spoiler Alert**

You won't know which of your coffee chats will become a success story. That's the point. Every conversation is a seed planted.

# Story 1: The Unexpected Client Save

*A junior associate and a senior partner who'd never crossed paths*

Maria, a third-year associate in Restructuring, was matched with James, a partner in Banking & Finance. They'd never met—their practice groups rarely overlapped, and James worked primarily from the Chicago office while Maria was in New York.

Over coffee, James mentioned a long-running client relationship with a mid-sized manufacturing company. Maria casually mentioned that she'd written her law review note on a niche regulatory issue affecting that exact industry.

Six weeks later, that client called James in a panic: a regulatory change threatened their entire business model. James remembered Maria. She was staffed on the emergency response team and became the go-to expert on the issue. The client was so impressed that they expanded their relationship with the firm.

## **The Outcome:**

- Maria gained visibility with a major client and key partners
- The firm retained and expanded a \$2M+ annual relationship
- James now asks Maria for every matter touching that regulatory area

# Story 2: The Mentorship That Changed a Career

*A discouraged mid-level found her champion*

Rachel was a fifth-year associate in Litigation, quietly considering leaving the firm. She'd done solid work but felt invisible—stuck in a silo, unsure if partnership was realistic or even desirable.

Her Coffee & Law match was Patricia, a counsel in Employment who'd taken a non-traditional path to her role: years at a government agency, a stint in-house, then joining the firm laterally.

Their first coffee ran 45 minutes. Patricia's perspective—that there wasn't one "right" way to build a legal career—resonated deeply. They agreed to meet again.

What followed was an informal mentorship that lasted three years. Patricia helped Rachel think through her options, introduced her to women partners across the firm, and eventually sponsored her for a cross-staffing opportunity that reignited Rachel's engagement.

## **The Outcome:**

- Rachel made partner two years later, in a hybrid Lit/Employment role
- She credits Patricia with helping her "see the whole chessboard"
- Rachel now mentors junior lawyers through Coffee & Law

# Story 3: The Cross-Office Collaboration

*Two associates who became each other's eyes and ears*

David in the Singapore office and Lena in Frankfurt were matched during a firm-wide Coffee & Law round. They'd never met and had no obvious professional overlap—David did M&A, Lena did Real Estate.

But they hit it off. Both were in their early 30s, both had young children, and both were navigating the challenges of working in satellite offices away from headquarters.

They started a monthly virtual coffee tradition. What began as peer support evolved into something more valuable: they became each other's intelligence network. Lena would tip David off when Frankfurt was pitching an M&A client who needed Asia expertise. David would flag Singapore real estate investors looking at European markets.

## **The Outcome:**

- Three matters originated from their mutual referrals over two years
- They launched an informal "small office allies" group with other remote associates
- Both cite the relationship as key to feeling connected to the broader firm

# Story 4: The Practice Group That Wasn't

*An idea born over coffee becomes a strategic initiative*

When Tax partner Michael was matched with IP associate Sunita, neither expected much. Tax and IP rarely overlap. But Michael mentioned his frustration that the firm had no coherent approach to transfer pricing for intangible assets—a growing client pain point.

Sunita's ears perked up. She'd been tracking the same issue from the IP valuation side. They realized they were two halves of the same problem.

Over the next few months, they developed a pitch for a cross-practice initiative. They recruited partners from Corporate and M&A who'd heard clients raise similar concerns. They presented to the executive committee.

## **The Outcome:**

- The firm launched a "Global IP Transactions" working group
- Sunita was elevated to lead associate on the initiative
- Michael credits the coffee chat with "surfacing an opportunity I'd been sitting on for years"

# Story 5: The New Hire Lifeline

*Onboarding in a pandemic, connected by coffee*

Alex joined the firm as a first-year associate during remote work. He'd never set foot in the office. His "colleagues" were squares on a screen.

Coffee & Law matched him with Elena, a fourth-year in a different practice group. For Alex, it was a lifeline. Elena helped him navigate the unwritten rules, told him which partners to seek out and which to avoid, and checked in when he looked stressed on video calls.

"She was like having a big sister at the firm," Alex later said. "Without that random match, I honestly don't know if I would have made it through my first year."

## **The Outcome:**

- Alex became one of the most connected associates in his class
- He now volunteers for the firm's new hire buddy program
- "Coffee & Law should be mandatory for new associates," he says



# Story 6: The Partnership Advocacy

*A chance connection became a crucial vote*

Teresa was up for partner. She'd done everything right: great work, business development, leadership roles. But partnership votes are political, and Teresa didn't have deep relationships outside her practice group.

Then she remembered: three years ago, she'd been matched with William, a partner in a completely different practice group. They'd had a lovely coffee, stayed vaguely in touch, and... that was it.

She reached out to William before the vote. Not to ask for his vote directly—just to reconnect and share what she'd been working on. William was impressed. More importantly, he talked her up to his partners.

## **The Outcome:**

- Teresa made partner
- She doesn't know if William's advocacy was decisive, but it didn't hurt
- "That random coffee created an ally I never would have had otherwise"

# Story 7: The Diversity Connection

*Finding community through random matches*

Priya, a second-year associate, was one of very few South Asian lawyers at her firm. She rarely encountered anyone who looked like her or shared her cultural background.

Her Coffee & Law match was Raj, a senior associate in another practice group. They immediately connected over shared experiences: navigating family expectations, code-switching at work, feeling both visible and invisible.

Raj introduced Priya to the firm's South Asian affinity group, which she'd heard of but never attended. He became her advocate and sounding board.

## **The Outcome:**

- Priya became co-chair of the affinity group two years later
- She and Raj now co-mentor junior South Asian lawyers
- "Representation matters, but so does connection," Priya says

# Story 8: The Career Pivot

*A mid-career lawyer finds a new direction*

After 12 years in Litigation, Robert was burned out. He loved the firm but couldn't imagine another decade of depositions and trials. He was quietly exploring in-house opportunities.

His Coffee & Law match was Sandra, who ran the firm's Professional Development team. Over coffee, Robert mentioned—almost in passing—how much he'd enjoyed the internal training workshops he'd taught.

Sandra filed that away. A year later, when the firm was creating a new Chief Learning Officer role, she thought of Robert. She encouraged him to apply.

## **The Outcome:**

- Robert pivoted to a senior administrative role, combining his legal experience with his passion for teaching
- He's now happier and more energized than he's been in years
- "Sandra saw something in me I didn't even see in myself"

# What These Stories Teach Us

Eight stories, eight different outcomes. But common threads run through all of them:

- Serendipity is more likely when you create opportunities for it. Random matches surface unexpected connections.
- Small moments compound. A 15-minute chat can echo for years.
- Authenticity matters. The best connections happen when people are genuinely curious about each other.
- Value flows both ways. In every story, both parties benefited.
- You never know which conversation will matter. Keep showing up.

## Your Story Starts Here

The next great Coffee & Law success story could be yours. All it takes is 15 minutes and an open mind.

Who knows? Maybe someday, your coffee chat will be in the next edition of this collection.























