

# fairfax

## **KRISTIN STARK - PRINCIPAL**

Kristin Stark is a Principal at Fairfax Associates. Kristin is based in California and advises firms on strategy development and implementation, organizational management and structure, financial management and compensation.

Prior to establishing Fairfax in the United States, Kristin was a Senior Director with Hildebrandt Baker Robbins, advising law firm clients on strategy and management topics. Before joining Hildebrandt, Kristin was a senior consultant with Deloitte, managing consultant teams implementing innovative financial restructuring strategies for Fortune 100 companies. Kristin has served global firms in the United States, United Kingdom and Asia as a consultant on both strategy and operations management projects.

In addition to her ongoing work advising clients, Kristin is a frequent speaker at law firm retreats and industry events.

### **Areas of expertise**

#### **Strategic planning and implementation**

- Assists in determining strategic goals and developing a plan for strategy implementation
- Analyzes market, competitor, and client trends through quantitative research and client interviews
- Aligns practice area, industry group, geographic and client team business plans with overall goals

#### **Performance and compensation**

- Designs partner compensation systems to align with and support a firm's strategic goals and objectives
- Assists with the implementation of revised compensation systems and the identification of appropriate performance metrics
- Advises a firm's leadership on talent management issues and on serving as a member of the firm's partner compensation committees

#### **Mergers and acquisitions**

- Assesses potential growth strategies available to a firm, in light of the firm's strategy and the competitive market landscape
- Identifies opportunities for merger or acquisition, and facilitates merger discussions
- Negotiates firm combinations to support long-term merger integration and success

#### **Governance, management and organization**

- Redesigns a firm's governance and practice management structures to support strategic goals
- Evaluates a firm's financial performance along key metrics, and assesses efficiency
- Conducts profitability studies to support strategic decisions and evaluates opportunities to apply new business models
- Develops client intake and pricing strategies

### **Education**

- M.B.A. The London Business School, in Concentration in Strategy
- Bachelor of Business Administration, University of Notre Dame



[kristin.stark@fairfaxassociates.com](mailto:kristin.stark@fairfaxassociates.com)

Telephone: 415.215.9294

Fairfax Associates  
Palm Court  
15615 Alton Parkway, Suite 450  
Irvine, CA 92618

[www.fairfaxassociates.com](http://www.fairfaxassociates.com)