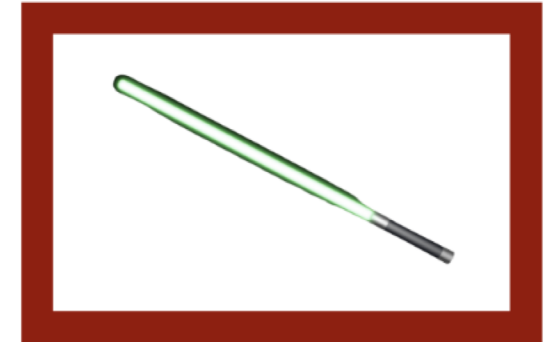
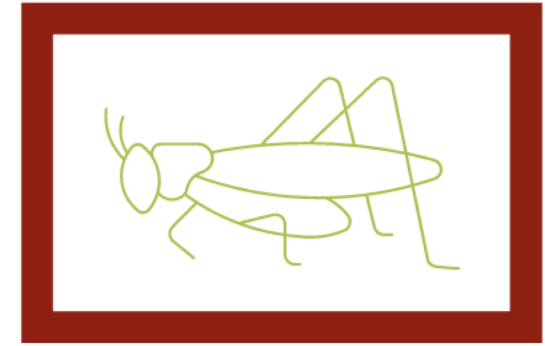


# How Watts Guerra Empowers Its Trial Team

## (NO FEAR)

Fostering Development Beginning with the Grasshopper to Jedi to Trying a Case with a Partner

**Francisco Guerra IV**  
Watts Guerra LLP





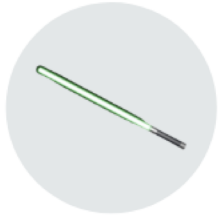
## **INTRODUCTION**

Speaker Introduction and Overview



## **GRASSHOPPERS**

Who are Grasshoppers and How Can You Empower Them



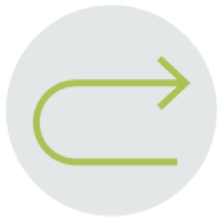
## **JEDI**

Who are Jedi and How Can You Provide Tools to Develop their Roles



## **PARTNER**

Empowering and Trusting the Handling Partner During the Case Process



## **CONCLUSION**

# AGENDA

# Francisco Guerra IV

Capital Partner, Watts Guerra LLP

---

- Grew Up in Starr County
- Texas A&M Undergraduate Degree
  - Commander of Squadron 15
  - First Hispanic Commander of the elite Ross Volunteer Company
- University of Texas School of Law
- Upon Graduation Joined Allen, Stein, Powers, Durbin & Hunnicutt
- Joined Harris & Watts in 2001
- Capital Partner to Watts Guerra in 2009



WHAT IS

**EMPOWERMENT?**

# EMPOWERMENT



- **Webster's definition:** the granting of the power, right, or authority to perform various acts or duties.
- **Empowerment in business** is a management practice of sharing information, rewards, and power with employees.
- **Benefits of empowering employees:**
  - Create higher motivation
  - Increased trust in leadership
  - Encourages creativity
  - Business perform better and increase their bottom line

# GRASSHOPPERS

---

*What is a grasshopper?*



# GRASSHOPPERS



- Current Law Students or Aspiring Law Students
- Refine legal research and writing
- Involved in cases from the start to finish
- Exposure to the day to day life of attorneys
- Experience important aspects of the litigation process such as:
  - Depositions
  - Mediations
  - Hearings
  - Trials
- Exposure to the social aspects of a law firm

GOAL FOR GRASSHOPPERS:

**Involve them in the case  
from start to finish to  
develop them into Jedi.**

Helping create the foundation for the grasshoppers ensures that you are able to empower them to become successful Jedis.





# GRASSHOPPERS



## Depositions

Compile exhibits, Prepare deposition outlines, Post deposition briefing

## Mediations

Independent evaluation of the strong and weak points from each party's position, Post mediation debriefing

## Hearings

Assist in the preparation of the motions to be heard, Pre and post briefing of the issues involved, Mock arguments by the Grasshoppers

## Trials

Substantial involvement in the jury selection process to include demographics, social media, and researching publicly available sources for the jurors, Ranking of the jurors whether they are favorable or not to include preemptive challenges, Daily pre and post trial briefings on the day's events.

# JEDI

---

*What is a Jedi?*



# JEDI



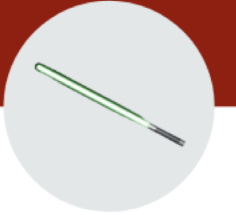
- Attorneys who have just passed the Bar Exam or in the early years of their practice
- Provided with active roles during the entirety of a case
- Assign them a substantial role during trial

GOAL FOR JEDI:

# Empowering them with important roles in the litigation process

The empowering with substantial roles in the litigation process plays a key role in the development of a partner.





## **Depositions**

Compile exhibits, Prepare deposition outlines, Take depositions, Post deposition briefing

## **Mediations**

Independent evaluation of the strong and weak points from each party's position, Give Opening Statements, Post mediation debriefing

## **Hearings**

Assist in the preparation of the motions to be heard, Assign a substantial role, Pre and post briefing of the issues involved

## **Trials**

Substantial involvement in the jury selection process to include demographics, social media, and researching publicly available sources for the jurors, Ranking of the jurors whether they are favorable or not to include preemptive challenges, Assign a substantial role during the trial, Daily pre and post trial briefings on the day's events.

# PARTNER

---

*How do you empower a Partner?*



# PARTNER



## **Supervise and Delegate During the Case Process**

Trust the partner to delegate, supervise, and train the Grasshopper and the Jedi on the trial team.

## **Empower to Make Imperative Decisions on a Case Including Settlements**

The Partner is the quarterback on the team. Empower the partner to have the discretion and the ability to make all the decisions in the litigation process to include settlement.

# PARTNER



## Don't Steal Their Thunder During Mediation or Trial

---

REMEMBER THAT THE PARTNER IS THE QUARTERBACK.

Trust the partner to make the play calls and call an audible if necessary.





## GRASSHOPPER

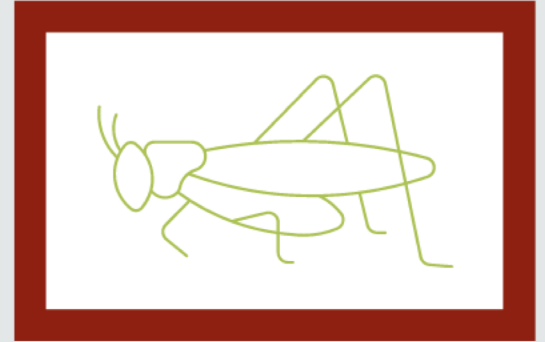
Involve them in the case from start to finish to develop them into Jedi.

## JEDI

Empower them with important roles in the litigation process to foster development.

## PARTNER

Empower and trust them to supervise and delegate during the case process including making substantial decisions.



# WORK HARD

successful people are not  
gifted, they just work hard,  
then succeed on purpose.

AUTHOR UNKNOWN

# SUPPLEMENTAL READING



## **Relentless: From Good to Great to Unstoppable**

Tim S. Grover

## **Ego Is the Enemy**

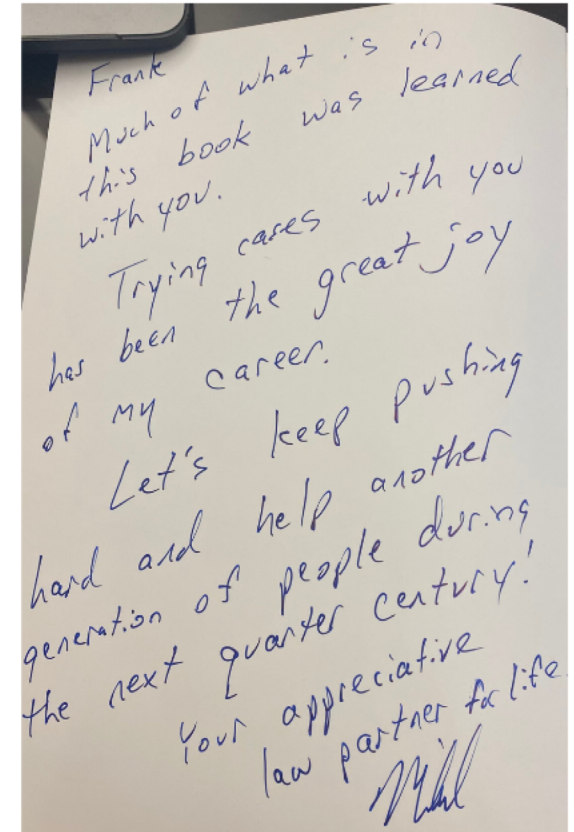
Ryan Holiday

## **The Art of War**

Sun Tzu

## **Trial: A Guide from Start to Finish**

Mikal C. Watts and Sawnie A. McEntire





ANY QUESTIONS?