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## How a Coach's Mindset Drives Law Firm Culture, Retention and Client Experience

Katie Langer · Wednesday, September 10th, 2025

In this of *The Mostly Legal Podcast*, Rob and Amanda talk with Tirek Gayle, Director of Finance & Administration at Davidson, Dawson & Clark, and president-elect of the Association of Legal Administrators (ALA) New York City chapter, to explore how a lifelong coach leads inside a boutique New York City firm.

Tirek reveals how a coaching mindset that centers on honesty, preparedness, and “white-glove” care helps him partner with attorneys, recruit and retain talent, and deliver premium client experiences without the overhead of a big law firm. He shares why his firm leans into in-office culture while balancing real-life flexibility and generous PTO, and he shares ALA NYC's priorities across mental health, DEI, sustainability, and community impact.

From his memorable backboard-breaking story to his career “coaching tree” legacy, Tirek's rallying cry of “Let's go!” offers actionable inspiration for firm leaders everywhere.

## About the Guest

### Tirek Gayle

Tirek J. Gayle is the Director of Administration and Finance for Davidson, Dawson & Clark, LLP. He joined DDC in January of 2024, after serving as the Office Administrator for Emery Celli Brinckerhoff Abady Ward & Maazel, LLP (a civil rights firm) for 12 years. Throughout his tenure, he has helped firms grow and operate more efficiently.

In addition to general office management, Tirek is also directly involved in the financial management of the firm, including annual financial review and budget recommendations, vendor and supplier negotiations, and tax preparation. He is responsible for all human resources functions, including employee recruitment and retention, policy implementation, and coordination of benefits.

Tirek has also worked as a senior paralegal and case manager at several top New York City law firms. He has co-founded a legal technology firm and a boutique wine shop, and in 2012 he was the first African American elected to the Cornwall School Board. From 2016 to 2020, Tirek served as the Head Coach of the Dutchess County Community College Men's Basketball Program after serving for six years as Assistant Coach. He has also coached several Amateur Athletic Union (AAU) programs in New York City and in the Hudson Valley. Tirek also served as the Associate Head Coach for Men's Basketball at CCNY.

Tirek received his MBA from Fordham's Graduate School of Business and his Bachelor's degree in Political Science from Vassar, where he was a four-year starter on the men's basketball team, scoring over 1,000 points and grabbing over 1,000 rebounds in his career.

## Episode Resources

[Tirek Gayle on LinkedIn](#)

[Davidson, Dawson & Clark LLP](#)

[Association of Legal Administrators - New York City Chapter](#)

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