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Is Your Law Firm Ready for a COO?

Katie Langer · Tuesday, April 22nd, 2025

Debbie Foster is back! She's the only guest to make a repeat appearance (so far!) on The Mostly Legal Podcast. Debbie shares her insights on some of the most pressing challenges law firms face today, from when (and whether) to hire a COO to rethinking firm governance for the future. She dives into why simply giving someone a fancy title like "COO" isn't enough, how mid-sized law firms can set business leaders up for success, and the pitfalls of clinging to outdated decision-making structures. Plus, Debbie shares real-world stories of how firms are starting to use AI to revolutionize firm operations and strategic planning. From governance structure shakeups to how real change starts with honest conversations, this episode offers practical advice for law firms that want to move their firms forward.

About the Guest

Debbie Foster

Debbie Foster is the CEO of Affinity Consulting and a nationally recognized thought leader on people, strategy, efficiency, and innovation in professional legal organizations. Her 20+ years of experience, combined with a mix of strategic management and strong leadership skills, have enabled Debbie to develop a unique ability to work with law firms and legal departments to help them build a future-proof organization and to navigate the ever-changing legal services delivery landscape. Debbie consults with firms across the country helping them solve their most challenging issues. Debbie is active in the Association of Legal Administrators and the Law Practice Division of the American Bar Association.

Episode Resources

- [Affinity Consulting](#)

- [Debbie Foster on LinkedIn](#)

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