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## The Mostly Legal Podcast: Season 2, Episode 3 "Managing Both Sides: From Paralegal to Director"

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How far would you go to get the career you've dreamed of since your childhood?

In high school, Kyle Weigand (Director of Operations, Brouse McDowell, LPA) wrote letters (yes, back when snail mail still existed!) to 40 law firms in the Cleveland area and got one response. He started in that firm's mailroom soon after.

Kyle's personal touch paid off; from there, it's been a steady rise from paralegal to director to helping start a law firm from the ground up for this go-getter.

Join us for this fascinating discussion on why transparency and communication for all levels of employees are crucial to a firm's success. Kyle brings a unique perspective to this topic and gives us all a lot to think about.

### About the Guest

#### Kyle Weigand

Director of Operations, Brouse McDowell, LPA

Kyle Weigand is the Director of Operations at Brouse McDowell, LPA, overseeing management, operations, and budgeting for the firm's administration, human resources, facilities, records, and

library resource departments. Kyle is the Assistant Corporate Secretary of the firm. He works directly with the firm's CFO, Managing Partner and Executive Committee to develop and implement firm strategies, and to ensure all firm directives are effectively communicated and properly enacted throughout the firm. He serves on the Diversity & Inclusion, Records Retention and Hiring committees.

Prior to joining Brouse McDowell, Kyle was the Firm Administrator for a litigation boutique that was one of the only certified women-owned law firms in the state of Ohio. He helped found the firm on January 1, 2010, and it combined with Brouse in 2018.

Kyle has been a member of the Association of Legal Administrators (ALA) since 2010. He is a former NW Ohio (Toledo) chapter president and current Business Partner relations committee co-chair for the Cleveland chapter. Kyle is the current President of the Foundation of the ALA, the association's charity affiliate, where the overarching goal includes developing the next generation of leaders in the legal management profession.

A lifelong Clevelander, Kyle is passionate about his city, Lake Erie, food, and international travel. He resides in the city with his fiancé Steven, a Chiropractor, and their tabby Jasmine Marie. He graduated from St. Ignatius High School 25-years ago (oy!) and earned his B.A. in Political Science from Fordham University. He went to the University of Toledo for law school for a year then wised up.

## Episode Resources

- [Brouse McDowell, LPA](#)
- [Association of Legal Administrators \(ALA\)](#)
- [Foundation of ALA](#)

Pitch Your Passion:

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- [LGBT Community Center, Greater Cleveland](#)

Thanks for tuning in! Join us back here next week for episode 4.

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