During his time at a fast-paced, high-profile international business and construction law firm, Paul Capua was quietly building a vision for his own shop. “I wanted to grow a regional firm, to take all the things I learned and enjoyed from [my previous practice] and create a firm in that image,” Capua says.

His plan is working too—for the past decade or so, Capua Law has steadily developed as clients are drawn to its attorneys’ expertise in complex business and construction litigation.

But the secret of his firm’s success goes beyond expertise. Capua is quick to credit a collaborative culture as one of their advantages.

A REAL LEGAL “TEAM”

From the onset, Capua Law was never going to be a solo shop. Capua fondly recalls that his previous firm was able to compete against much larger ones thanks to the strategic use of teams—and he wanted to replicate that.

"For me," Capua notes "working with teams really made me appreciate and enjoy practicing law."

He goes on to say that a collaborative effort really brings out the best in everyone, allowing them to function at the top of their game. Capua is quick to point out that this approach benefits the clients too, offering them the combined brainpower of a team of top-notch attorneys.

So, when it came time to hang out his shingle, Capua made sure to infuse it with his team-based philosophy. “That’s what I enjoy,” he says. “And that’s what I think clients respect.”

TEAR DOWN THE WALLS

Capua realized early that collaboration can be enhanced by the physical office layout. “We have a very novel approach. All of our offices are very open and modern, with a shared workspace.”

Indeed, each office features large open rooms and no employee has an assigned desk. That means that the firm’s lawyers can walk into any one of the three physical locations, log in to a firm computer and start working. All of the Capua Law offices share a similar aesthetic too, so it feels like each one is just an extension of the whole.

Capua notes that this makes it easier for clients as well. "When they come in, they see us working," he explains "and they’ll just pull up a chair to talk." Each desk then serves as a mini-conference room of sorts, where clients and lawyers can better engage with each other.

Obviously, privacy and confidentiality are serious concerns in any law office, and for that, Capua says there are plenty of closed-door private meeting rooms available.
TECH OF THE TRADE

None of this would be possible, of course, if it weren't for advances in technology. Fortunately for Capua, he's always been a big fan of tech. “I remember when the Blackberry® first came out," he jokes. "I was pushing everybody...we got to get Blackberries, we got to get Blackberries."

Capua states clearly that his team's ability to collaborate (especially with three remote locations) is enhanced by a few specific technologies. He demonstrates that his firm is fully Cloud-based and its advanced phone system is networked into a single hub. Video conferencing tools are also a key ingredient in the firm's communication recipe, as Capua describes. "We're really together, and we're really collaborating—even if we're in a different office."

The integration of tech has had an interesting effect on the firm itself. Capua notes that the brick-and-mortar locations really now serve as “basecamps" to help the lawyers extend their services out to nearby geographic areas.

BUT MOST IMPORTANTLY...

Open floorplans, cutting-edge tech and expertise are important, but Capua Law's success is tied directly to the interactions it has with clients. Capua came from a firm that valued long-term relationships, and you'll see that philosophy mirrored in Capua Law.

He alludes to a simple principle: before every decision, determine what’s in the best interests of the client—and Capua perfectly sums up why. “Our success will be driven by happy clients."

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