



# Mindy J. Herczfeld

Chief Legal Talent Officer

Philadelphia

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## Education

- Temple University—James E. Beasley School of Law, J.D., 2005
- George Washington University, B.A., 2000

## Affiliations

Leadership Philadelphia, Alum

National Association for Law Placement, Member and Legal Employer Chief Officers Interest Group Chair, 2020-21

Professional Development Consortium, Member

Mindy is the Chief Legal Talent Officer at Cozen O'Connor, where she oversees legal recruiting and attorney professional development. She is responsible for hiring lateral associates, counsel, staff attorneys, entry-level associates, law clerks, judicial clerks, summer associates, and paralegals. She also oversees aspects of the firm's attorney career development, including orientation, associate integration, attorney training, continuing education, mentoring, work assignments, evaluations, and other professional development initiatives.

Since joining Cozen O'Connor in 2007, Mindy has overseen the creation and development of several new programs and initiatives aimed at career development, inclusion, and retention. She is a passionate advocate for each attorney at the firm and is committed to creating a workplace where all attorneys feel supported and valued. She also strongly believes in the importance of diversity and inclusion in the legal profession.

As a member of the firm's Member and Hiring Committees, as well as through her work with the firm's Associates Committee, Mindy is a critical bridge between key stakeholders. She stays abreast of opportunities to work creatively with leaders across the firm to develop strategies to meet all attorneys' needs.

In keeping with this role, Mindy has initiated a number of programs to offer career development opportunities and streamline the integration process. These programs include COLO (the Cozen O'Connor Lateral Orientation), CONA (the Cozen O'Connor Negotiations Academy), a public speaking program, as well as a one-day training for new shareholders. She also spearheaded a successful initiative aimed at retention, conducting "Stay Interviews," which have been credited with significantly reducing attrition rates in the years following the pandemic. These interviews with second- and third-year associates have helped firm leadership respond in real-time to associate concerns regarding firm culture, work-life balance, career development, and compensation, among other topics.

She earned her Bachelor of Arts, *magna cum laude*, from George Washington University and her law degree from Temple University Beasley School of Law. She is a graduate of Leadership Philadelphia.

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