

AABANY 2025 Fall Conference
“Long-Lasting Attorney Partnerships- Strategies and Best Practices”

New York Law School
Saturday, September 27th, 2025
9:00 – 10:30 AM

Speakers

Meghan Rha, Partner, Rha Kim Grossman & McIlwain, LLP
D. Jenny Kim, Partner, Rha Kim Grossman & McIlwain, LLP

Moderator

Henry C. Chan, Esq, Co-Founder & Managing Partner, Wilson & Chan, LLP

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Speakers: Megan Rha, Esq. & D. Jenny Kim, Esq.

Moderator: Henry C. Chan, Esq.

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Program Agenda

9:00 AM - 9:05 AM	Introduction
9:05 AM - 9:20 AM	The State of Law Partnerships in Small Law Firm Settings <ul style="list-style-type: none">- Real life anecdotes regarding law partnerships- Reasons for the break ups (seek audience participation)<ul style="list-style-type: none">- Money (contribution, distribution, billables)- Personality and leadership clashes- Misunderstandings- No synergy, no energy, no growth- Tensions, misunderstandings, lack of loyalty, territorial fights
9:20 AM - 9:35 AM	Reminiscing Together & Reminding Each Other <ul style="list-style-type: none">- Frequently remembering how it started matters- Go back to the genesis- Appreciate what brought us together- Affirm what keeps us together- Resist comparing and remind self why I need my partner- Remind us why we need each other- Celebrate how we are better together- Effective strategy (for ex. identify your “common enemy” and intentionally identify yourselves as a unified team)
9:35 AM - 9:45 AM	Being On the Same Page as Venturing Down Different Paths <ul style="list-style-type: none">- Why we chose to go from having two separate offices to sharing one office- The importance of “being on the same page” as the practice and business grows- Make the effort to stay on the “same page” as each partner ventures down different paths
9:45 AM - 9:55 AM	Assessing and Appreciating Differences and Similarities

- Your partner will accentuate and amplify certain aspects of your personality and leadership style
- How our differences and similarities play out in our partnership
- The thing that brought us together can be the thing that tears us apart
- Intentionally appreciate the pluses of the differences and the double-edged sword of similarities

9:55 AM - 10:05 AM

Balancing Entrepreneurship and the Practice of Law

- The risk-taking nature of operating and growing a business versus the risk-averse and serious nature of lawyering and practicing law
- How can law partnerships allow us to do both
- Practical ways to accomplish both as business partners and law partners

10:05 AM - 10:20 AM

Intentionally Practicing Interpersonal and Communication Skills

- Let the other talk
- How to nurture mutual respect and shared vision
- Prioritize frequent and consistent communication
- Let each other fly on their own
- But share the heavy load

10:20 AM - 10:30 AM

Questions & Answers

NY CLE Credit

1.5 Law Practice Management
(Transitional and non-transitional)

Faculty Biography

Moderator

Henry C. Chan, Esq.

Co-Founder & Managing Partner, Wilson & Chan, LLP

A recognized presence in New York's state and federal courts, Henry C. Chan is the Co-Founder and Managing Partner of Wilson & Chan, LLP—recognized by the New York Law Journal as one of largest minority-owned law firms in New York. For more than two decades, he has led the firm's expansive commercial, construction, general liability defense litigation practice, representing a diverse client base that includes New York State and New York City agencies, MTA, DASNY, CUNY, Hudson River Park Trust, municipalities, sureties, insurance carriers, and other multibillion-dollar corporations. Under his leadership, Wilson & Chan, with more than fifteen (15) full-time attorneys, recently celebrated its 20th anniversary.

Henry's practice focuses on high-stakes matters involving construction law, complex contract disputes, insurance defense and coverage, tort liability defense, and appellate litigation. He is regularly called upon to handle "bet-the-company" cases and to advise public and private sector clients—including governmental entities, developers, sureties, general contractors, insurers, and subcontractors—on a broad spectrum of legal challenges.

In his construction law practice, Henry brings a unique, strategic edge by representing all key stakeholders in the industry. His insight into the motivations and tactics of each party equips clients with a competitive advantage. He routinely advises on issues such as termination for convenience and cause, public improvement and mechanic's liens, delay claims, liquidated damages, bond claims under the Miller Act, Labor Law §§ 200, 240, and 241, premises liability, insurance coverage disputes, indemnity matters, prevailing wage compliance, public bid protests, and MWBE certification disputes. He also represents clients through every phase of litigation—from pre-litigation analysis to trial (bench and jury) and appeal—having tried over 40 cases to verdict.

Henry is a trusted advisor and frequent speaker on legal topics affecting the construction industry and business community. Since 2016, he has served as an adjunct professor of construction law at Pace University and a Board Member to the Regional Alliance of Small Contractors

Henry also counsels clients on Minority Business Enterprise (MBE) and Disadvantaged Business Enterprise (DBE) certification and compliance. Wilson & Chan is a proud member of the National Association of Minority & Women Owned Law Firms (NAMWOLF), and holds both MBE and DBE certifications. Henry is also appointed by the Supreme Court of the State of New York to serve as a Court Appointed Referee.

Henry's legal acumen has earned him recognition from *Super Lawyers*™, *Martindale-Hubbell*, *New York Magazine*, *Best of New York in Civil Litigation*, the *American Institute of Trial Lawyers*, *Lawyers of Distinction*, and the *Construction Lawyers Society of America*. He is a recipient of the

AV Preeminent Judicial Award and has been honored as one of the *Outstanding 50 Asian Americans in Business* by the Asian American Business Development Center.

Henry holds a J.D. from St. John's University School of Law and a B.A. in International Studies and Economics from American University's School of International Service.

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Speakers

Megan Rha, Esq.

Partner, Rha Kim Grossman & McIlwain, LLP

Megan has been practicing law since 1998, but her passion for both law and business truly ignited in 2007 when she co-founded the law firm Rha Kim Grossman & McIlwain, LLP—while pregnant with her fourth child. Now a mother of five, she leads a firm of seven attorneys known for its strong advocacy and professionalism. This dedication earned Megan and her founding partner, D. Jenny Kim, the distinction of being recognized as one of the finalists for New York Law Journal’s 2024 Professional Excellence Award. In 2025, Megan was honored by the Asian Pacific American Law Students Association of St. John’s University School of Law for her contribution to the legal community.

Specializing in criminal, family, divorce, business, employment, and education law, Megan helps clients find resolution and peace during difficult times. She began her career as a prosecutor at the Nassau County District Attorney’s Office, where she built her legal foundation in litigation and trial work. As one of the first AAPI prosecutors in Nassau County, she took great pride in representing the People of New York, particularly during a time when AAPI representation in the county was minimal. In her later years as a prosecutor, she was selected to handle Special Victim cases, dealing with crimes of sexual abuse, child and elder abuse, and domestic violence—cases that required courage and wisdom. Megan is one of the few attorneys to have successfully argued and won before the Second Circuit Court of Appeals, and she looks forward to one day arguing in the US Supreme Court.

Beyond the courtroom, Megan is deeply engaged in building up her children, their cohorts, and the communities in NYC. Whether speaking at professional and educational events or authoring presentations like “One Terrible Situation with Many Tentacles” for the Center of Women of NY, Megan finds ways to educate and empower others. From creating and leading “Parents for Andrew Yang” during the COVID-19 pandemic to campaigning for ethical leadership in Congress, from serving NYC public school families for 20 years through various PTAs to emceeding the annual Teacher’s Day Gala for the last 15 years, Megan is unwavering in her commitment to community-building, living by her personal motto of: “if not me, then who” and “if not now, then when.” She has served on the boards of such organizations as the Queens YWCA, Douglaston Little Neck Local Development Corp, Queens Borough President’s General Assembly, and Queens Community Board No. 11. One of the most beautiful moments in Megan’s civic life was when her vision of a community sing-along became a reality in 2024 and Megan led hundreds of her neighbors in making music and singing together.

It is love that gives birth to Megan’s many creative ideas and it is love that compels Megan to act, one step at a time. Megan is grateful for the complexities and beauty of life and is excited by the growth she gets to experience as she goes through the many vicissitudes of life.

D. Jenny Kim, Esq.

Partner, Rha Kim Grossman & McIlwain, LLP

D. Jenny Kim is a trusted legal advisor dedicated to leading clients through complex legal and strategic challenges for over 24 years. She gained expertise in handling thousands of cases and clients during her tenure as a prosecutor at the Nassau District Attorney's office and continued this experience for the last 18 years as a co-founder of Rha Kim Grossman & McIlwain, with Megan Rha. In 2024, she and Megan Rha were finalists for the New York Law Journal's 2024 Managing Partner of the Year.

A natural problem-solver, Jenny combines strong legal knowledge with a keen business sense. Prior to becoming an attorney, she worked in various business industries for many years, from accounting, purchasing, sales, management, and strategy, which diversified and enriched her in-depth understanding and assessment of the operational and financial landscape of businesses. Thus, Jenny is able to provide practical and results-oriented advice that resonates with business leaders whether it's navigating intricate corporate transactions, resolving contract disputes, ensuring regulatory compliance, or structuring intellectual property portfolios.

Under her leadership and in partnership with Megan and in collaboration with other attorneys at Rha Kim Grossman & McIlwain, the firm provides legal solutions to not only businesses but also individuals and institutional clients, both in and out of court, in the areas of Family and Matrimonial, Estate planning and Probate, and Criminal and Commercial Litigation.

Jenny also dedicates time to contributing to the improvement and enrichment of the surrounding communities. She and Megan provide legal services, including webinars and clinics on various legal issues, to the NYC SBS and the Center for Women of New York. She also served as a general counsel to the Korean Consulate of New York and other community organizations. In the way of education, Jenny also taught business ethics as an adjunct professor at a college and provides continuing legal education at organizations such as AABANY. This commitment reflects her dedication to supporting community success on all fronts.

Jenny earned her Juris Doctor from Hofstra Law School and graduated Summa Cum Laude with a Bachelor of Arts from Long Island University.

Long-Lasting Attorney Partnerships- Strategies and Best Practices

Presented at the 2025 Fall Conference of the Asian American Bar Association of Greater New York

Speakers: Megan Rha, Esq. & D. Jenny Kim, Esq.
Rha Kim Grossman & McIlwain, LLP

Moderator: Henry C. Chan, Esq.
Wilson & Chan, LLP

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"Two are better than one"

"The strength of a business partnership lies in the ability to adapt, innovate, and evolve together."

-Anonymous-

"The best partnerships come from people who have their own interests and talents, yet actively understand, remember, and appreciate each other's interests and talents."

-Heidi Reeder, author-

"A friendship founded on a business is better than a business is founded on friendship."

-John D. Rockefeller-

"It takes two flints to make a fire."

-Louisa May Alcott-

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Most break up. Why?

- Money
 - Earnings
 - Distributions
 - Contributions
- No Synergy,
No Growth,
No Energy
- Communication Issues &
Misunderstandings
- Personality & Leadership
Style Clashes
- Loyalty Issues &
Territorial Tensions
- The Business is a Mess!

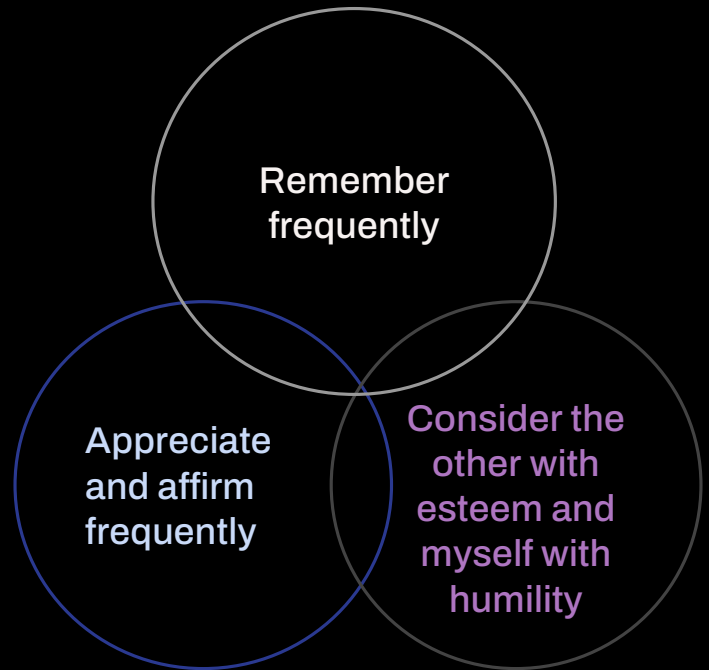
What Successful Small Law Firm Needs From Its Managing Partners

Top 10 Challenges for Law Firm Managing Partners by Wendy Merrill

- Balancing Leadership and Lawyering Responsibilities
- Managing Diverse Stakeholder Expectations
- Strategic Decision-Making in a Complex Environment
- Financial Management and Profitability
- Talent Acquisition and Retention
- Managing Firm Culture and Morale
- Adapting to Technological Changes
- Succession Planning
- Leadership Development
- Dealing With External Pressures and Public Perception

From Top 10 Challenges of Being a Law Firm Managing Partner
By Wendy Merrill

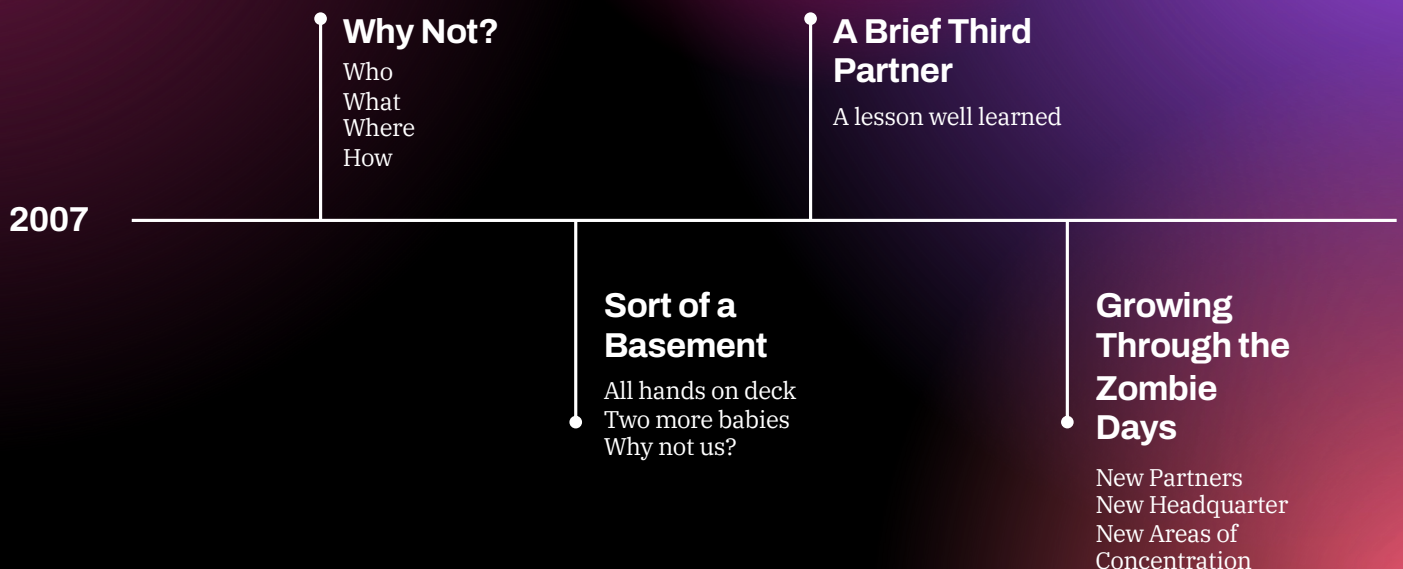
THIS is why we got together, and THIS is why we do well together, and THIS is why we move forward together



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A REAL LIFE EXAMPLE - THE GENESIS of RKGM



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Being on the Same Page While Venturing Down Different Paths

From two offices to one single space

The needs of the firm, the business, and the partners will inevitably change

The pieces move fast

There are nuances that need to be understood and incorporated into decision making

Efficient and clear communications is a must

Different paths need to be explored

The need to be a unified team and on the "same page" remains critical



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Understanding How Differences and Similarities Play Out

The Pluses of Differences & the Double-Edged Sword of Similarities

- The things I do not have to do bc my partner does them
- The things I do not have to think about bc my partner worries about them
- The things I GET TO DO bc of my partner
- The thing that brought us together can tear us apart
- I do not want to be in an echo chamber

"I can do things you cannot, you can do things I cannot; together we can do great things." -Mother Teresa-

"One man can be a crucial ingredient on a team, but one man cannot make a team." -Kareem Abdul-Jabbar-

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Entrepreneurship & the Practice of Law

How Effective Partnerships Help Us Do Both Well

Best Practices in Being Good Business Partners and Good Law Partners

The freedom to fear, wonder, dream, investigate

The positive, energized default voice

Amassing opportunities

Leap, flap, fly, launch again

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Lawyer partnerships are **RELATIONSHIPS**, and that means we got to work at them.

Let the other talk & listen, frequently

Nurture mutual appreciation and shared vision

Let the other fly on their own- they will come back home

Share the heavy load- take on the other's heavy load



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Questions & Comments

Thank You for Your Participation!

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