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<https://www.law.com/therecorder/2023/10/25/how-tyson-mendes-cayce-lynch-take-risks-and-challenges-the-status-quo/> NOT FOR REPRINT[Q&A](#) 

How Tyson & Mendes' Cayce Lynch Take Risks and Challenges the Status Quo

 Tyson & Mendes' Cayce Lynch is a finalist for the California Legal Award's Distinguished Leaders Award. October 25, 2023 at 07:04 PM Leadership
By ALM Staff | October 25, 2023 at 07:04 PM

Cayce Lynch—the administrative partner at Tyson & Mendes overseeing the firm's administrative, accounting, finance, IT, marketing, and office operations—is a finalist for the California Legal Award's Distinguished Leaders Award.

Lynch spoke to The Recorder about the evolution of the legal profession and how attorneys can stay ahead.

Answers have been edited for length and clarity.

What are some of your proudest recent achievements?

I am most proud of conceptualizing and launching Tyson & Mendes' Partnership Pledge—a program that draws upon our core value of transparency and details specific 1-, 2-, and 3-year paths to partnership for our up-and-coming attorneys. The Partnership Pledge outlines the firm's expectations of attorneys seeking to become partner and the firm's commitment to providing the highest levels of training and continuing education for our attorney participants to give our leaders every tool needed to achieve a promotion to partner.

As I rose in leadership responsibilities in the firm, I launched a series of internal initiatives that have more than doubled the size of Tyson & Mendes and raised its profile: the Women's Initiative to promote mentoring and support for female attorneys, staff, and clients; the Young Professionals Group to facilitate growth and business development for young lawyers and insurance professionals; a Diversity & Inclusion Committee to support and recruit a diverse workforce; and Tyson & Mendes University, an internal training program that trains its litigators for success inside and outside the courtroom.

The Partnership Pledge program, coupled with the firm's internal initiatives, is increasing the overall diversity of the firm, including our female leadership representation. Today, Tyson & Mendes exceeds the national average in

number of female and minority attorneys employed in a law firm, both at the partner and associate levels.

How would you describe your approach to leadership?

I hope to be known throughout the firm—and the industry—as a leader who inspires and supports others to reach their full potential. My goal is to help Tyson & Mendes become the best insurance defense firm in the country for not only our clients, but also for our attorneys and staff.

I believe the best way to achieve this goal is to listen, innovate and implement change. I am grateful Tyson & Mendes empowers me to take risks and challenge the status quo through our firm programs. Having mentally healthy and supported attorneys means improved case results for clients and increased productivity for the firm.

Our innovations have fostered a supportive and inclusive company culture. I am committed to continuing to push the limits of my comfort zone to ensure my team, our attorneys, and the firm overall continue to grow in a sustainable model for years to come.

How are the business and profession of law changing, and how should lawyers adapt for the future?

Tyson & Mendes embraces a culture of continuous learning and innovation to equip our teams with the skills and resources to achieve the best legal results for our clients. The plaintiffs' bar has changed in the past 15 years, leading to the threat of Nuclear Verdicts® permeating our industry. In response, the defense bar must also change. Specifically, defense attorneys should adapt the way they try cases in order to protect their clients from the real potential of a Nuclear Verdict®. Experienced trial attorneys and insurance professionals must be willing to learn and implement new trial techniques to defuse juror anger, demonstrate reasonableness, and mitigate the risk of an astronomical jury award.

I believe we must communicate, innovate, and collaborate to stop the tide of Nuclear Verdicts® and deliver Justice for All. I am currently co-authoring the sequel to Robert Tyson's bestselling book, Nuclear Verdicts®: Defending Justice for All—the only book written by the defense to share innovative trial methods to combat juror anger and avoid outrageous jury awards. Additionally, our firm created and launched the Nuclear Verdicts Defense Institute, an immersive, four-day educational retreat that arms experienced defense trial attorneys with the skills to implement the anti-Nuclear Verdicts(R) defense methods.

What is the best advice for someone considering a career in law, or someone already in the profession who is seeking to make a greater impact?

I believe the profession of law is one of service. If you are just joining the profession or would like to make a greater impact where you are today, ask yourself, “How can I be of better service?”

For our clients, I have experienced some of the best service translates to outstanding communication. My trusted business coach used to say, “Uncertainty creates anxiety.” We must partner with our clients, collaborate on strategies, and regularly communicate with them, keeping them engaged at every phase of our representation to eliminate uncertainty as much as possible.

For our colleagues, we so often rise or fall together. New associates can make themselves indispensable to their teams by working to make the job of their supervising attorneys as easy as possible. Does this motion need to go to the client before it is filed? If so, submit the draft motion to the reviewing partner in final form, ready to be filed, with a draft cover email to the client. Additionally, in this often-stressful profession, I believe we should serve one another by prioritizing kindness in our interactions with fellow attorneys and staff.

For our community, we have an obligation to be of service by challenging the status quo when it comes to diversity in the legal field. We must embrace policies that provide equal opportunity to those of all backgrounds in order to ensure the profession is focused on the highest pursuit of Justice for All.

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