



DEBORAH PIKER SANDERS, CLM

Director of Human Resources & Operations

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PRACTICE OVERVIEW

Debbie is a talented and pragmatic law firm leader with over 25 years of expertise in all aspects of law firm business management. She has demonstrated success in implementing effective strategic initiatives and growth targets.

Debbie oversees the firm's human resources initiatives, which include ensuring compliance with employment laws, developing and recommending HR policies and procedures, managing employee benefits programs, and managing payroll. She also oversees the day-to-day operations of the firm's facilities, collaborates with property management on office space and parking concerns, and keeps track of the firm's fixed assets.

BACKGROUND

Debbie's experience involves establishing, managing, and executing every business function and operation of a law firm, including accounting, technology, facilities, staffing and supervision, human resources/benefits administration, risk management, and marketing.

Debbie spent over 20 years as the Executive Business Manager and Controller for an eight-attorney commercial litigation practice in San José where she oversaw the Firm's business operations, finance, facilities, HR, and administration. Debbie facilitated the reorganization of law practice under new management, the purchase of a building, and the raw office build- out/site conversion.

PROFESSIONAL ACTIVITIES

Debbie earned the professional designation of Certified Legal Manager from the Association of Legal Administrators (ALA). She has been a member and volunteer with ALA for about three decades, in which she served on the international Board of Directors and various committees, including Chair of the Certified Legal Manager (CLM) Certification Committee, and was named Outstanding Association Volunteer in 2013. She also serves on the local ALA Silicon Valley Chapter Board of Directors in various Director positions for the past three decades, including Chapter President (1999, 2012, and 2023-2024).

EDUCATION

MBA, Accounting Concentration, Golden Gate University, San Francisco
BA, Law & Society, Criminal Justice Concentration, University of California, Santa Barbara