



**Focus on the Future**

**Guest Predictions: Robert Grey, Jr.**

*Guest Predictions is a regular feature in which we ask leaders in a number of professions questions that affect us all.*

*Robert Grey is a Partner with Hunton & Williams in Richmond, VA. His practice focuses on administrative matters before state and federal agencies. As a long-term leader of the American Bar Association, Robert Grey, served as President (2004 -2005), was chair of the policy-making House of Delegates (1998-2000), a member of the Board of Governors, and chaired the Commission on Opportunities for Minorities in the Profession (1992-1995). As a critical part of his leadership Robert strongly emphasized the role of strategic planning in the ABA.*

**Q: What changes in your professional environment in the past 3-5 years have you found to be the most beneficial?**

**A:** Managing information:

- Relevancy, accuracy, forecasting
- Action v. reaction

Empowering employees

- Knowledge, experience, service
- Listening, environment, leadership
- Mission, plan, execution

Global

- Expanded market opportunities
- Local partners in new markets
- Expanded team approach to deliver services

**Q: What changes have been the most troubling to you?**

**A:** Volatile market

- Greater risk in expanded market
- Quality of engagement
- New forms of relationship

Spending the discretionary \$\$ wisely

Weak infra-structure due to M&A

**Q: How will globalization (e.g. the emergence of new global powers, such as China and India) affect your professional area in the near term?**

**A:** They will probably not have a tremendous impact in the short term because of the relationship aspect of our business but their influence is growing everyday.

**Q: What significant challenges might be anticipated in your professional area in the next few years?**

**A:** New models

- Women and minorities in leadership
- Technology and globalization
- Empowering people in your organization for better service

**Q: What are the greatest challenges confronting young professionals in Western culture today?**

**A:** Creative solutions  
New service model - how to personalize technology.