

MEMBER SPOTLIGHT

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TRACY CALLAHAN

Founder
Touchstone Legal Resources



Website: touchstonelegalresources.com
LinkedIn: <https://www.linkedin.com/in/tracyrcallahan/>
Substack: <https://substack.com/@tracycallahan>
Email: tracy@touchstonelegalresources.com

ABOUT TRACY CALLAHAN AND TOUCHSTONE LEGAL RESOURCES

Tracy Callahan founded Touchstone Legal Resources to support law firms and attorneys at the highest level.

TELL ME MORE!

I love supporting attorneys and law firms. That's why I've done it for more than 30 years. My first job out of college was as an office manager and paralegal to three civil rights attorneys. Since then I've worked as a legal marketer, lateral integration specialist, strategic outplacement advisor, leadership retreat facilitator, attorney recruiter, private coach, and management committee advisor.

Much of the work I do these days is with the leaders of law firms who see the business value and human need to address partnership dysfunction, often because associate retention continues to decline (when a rock star associate leaves, it prompts an associate exit wave – “her decision to leave is all I need to know that this isn't a good employer for me either”), or because there's tension in the partnership dynamics that it's finally time to address.

But I also do a variety of other things to support the profession, including serving as strategic advisor to the managing partner and executive committee of a water law boutique in Boulder, Colorado.

It's extremely rewarding to apply my One Hat at a Time model to most every situation, helping the person go from doubt to clarity to certainty to action.

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My purpose is the same across all of it: to help the profession be better for women, and thus for families, communities, and our country's future leadership pool, since private practice is a robust on-ramp to public service, much more than just judges.

I've seen it all, and I can spot patterns and dynamics from a mile away. And I have the clarity that isn't possible to experience from inside the partnership. That's what led to a piece I wrote for the cover of The Philadelphia Lawyer, Spring 2026: "SILENCE, the Hidden Partnership Risk: Why 'Smooth' Law Firm Partnerships Could Be the Most Fragile."

WOL AND TRACY CALLAHAN

I'm happy to be a member of Women Owned Law and look forward to crossing paths and supporting the important work of WOL and its terrific members.