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Tyson & Mendes Tri-State Leader On How Hard Work Pays Off

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Insurance defense litigator Randy Faust started eyeing a future in law firm management while working at a firm formerly known as White Fleischner Fino & Wade in the 1990s.

Faust, who recently moved to midsize litigation firm Tyson & Mendes LLP to be managing partner of its New York, New Jersey and Connecticut offices, had been an assistant district attorney in Manhattan for five years before joining White Fleischner.

Faust told Law360 Pulse in an interview Friday that he became interested in law firm management because as he gained more litigation experience, he realized that he had a lot of younger attorneys to mentor to be the next generation of trial attorneys.



Randy Faust

"It is vitally important to pass everything I have learned along the way to the next generation of attorneys so that they can become the best possible attorneys moving forward," he said.

After 10 years at White Fleischner, Faust opened his own insurance defense litigation firm, Faust Goetz Schenker & Blee LLP, in New York and New Jersey.

Faust spoke with Law360 Pulse about why he chose to join Tyson & Mendes, his plans for the firm's tri-state offices and remote work. This interview has been edited for length and clarity.

Why did you decide to leave the firm that you founded?

I was traveling the country trying cases. I wanted to be with a national firm that had offices across the country that my own firm did not have, because I found myself in many jurisdictions where I was relying on local counsel to assist on the files.

It made sense to be associated with a firm that had their own attorneys. People that I knew in the various jurisdictions. So this was kind of a match made in heaven from the standpoint of having offices across the country that I could rely on to expand my practice.

Why did you pick Tyson & Mendes?

After a period of being recruited, I recognized that they're a very different firm as far as the insurance defense industry is. They really are pushing to be the best trial firm in the country.

They have an intense training program for young attorneys. They have the Tyson & Mendes Trial Academy [where] they select attorneys to come out to and be mentored and taught.

They have, coming from California, that Silicon valley tech side of making sure the reporting is all done on time accurately. Cases are properly monitored.

So it's a complete firm. No doubt about it. Like nothing I've seen before in the insurance defense industry — 20 years old and over 200 attorneys later. That's incredible growth.

Obviously, they're doing something very well and the clients are thrilled. I think that they're about to be known as the best insurance defense firm in the country. That's certainly where they're headed.

How will being an office manager be different from being a founding partner at your last firm?

I don't think that'll be that much different. I was very active in my prior firm of trying cases and being on the field. I'm a working attorney. I'm not an office kind of person. I enjoy, very much, the practice of law. I enjoy, very much, being on trial and being with the clients etc. There's a lot of administrative support at my new firm that will handle the day-to-day operations of the office. I have every intention of being very active practicing law.

What are your goals for the tri-state offices?

Certainly to develop the existing staff into making them the best attorneys they can be. Encouraging them to go to the Tyson & Mendes academy and learn how to try cases to the best of their ability. Certainly to grow the practice on the East Coast. There's a lot of business and a lot of opportunity to grow the practice and carry on the tradition and the goals of the firm to be the best insurance defense firm across the country.

What do you think will be your biggest challenge as an office managing partner?

Probably finding and continuing the culture of the firm. Making sure the right people are in the right places. I'm a big one on servicing the client. So that is a constant in these remote times with COVID. Making sure the clients get everything that they need [in a] timely [manner]. Developing people in the advent of remote learning. That will be a little bit of a challenge, but nothing that I don't think that we can certainly meet.

What's your perspective on remote work?

There's a very positive side of working in the office — the collaboration between the attorneys. There's a lot to be said for being able to pop into somebody's office and chat with them about a case. But I also believe that it doesn't have to be a full-time office situation. I think attorneys have shown over the last two years that you can successfully work remotely and do your job at a very high level.

A lot will depend, ultimately office work, on how the courts respond and how much time you spend in court, etc. But I am a big advocate of being able to work remote some of the time.

What advice do you have for attorneys who want to go into law firm management?

When I first came out to the [Manhattan district attorney's office] and I was being hired by Robert Morgenthau, I asked him kind of the same thing. He said the way you get there, and the way that you become the best, is simply work harder than everybody else. I think that kind of summarizes the legal profession and how you get places in the legal profession. If you work harder than everybody else, you'll succeed, and you'll get to where you want to be. If that's management, that's certainly where you'll get to.

Are there any trends in the legal industry that you are watching?

Certainly there's been a lot more done since COVID with attorneys working remotely: eliminating office space, allowing attorneys to live much further away from the court system as the court system moves away from in-person appearances. I don't think the courts are ever going to come back to where they were pre-pandemic. I think there'll be a lot more remote conferences, a lot more non-personal appearances. I don't think that's ever going to come back.

--Editing by Brian Baresch.

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