JAMES

GOODNOW

CEO & President

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"There's a way to do it better. Find it." – Thomas Edison ”

James Goodnow is Fennemore’s CEO. Nearly two decades after starting his career at the firm as a file clerk, he became the youngest known chief executive of a major law firm in U.S. history when he started in his current role in 2018. He earned his JD at Harvard Law School, a master’s degree in entrepreneurship at the University of Cambridge Business School (U.K.), and a B.S. from Santa Clara University, where he graduated first in his class.



During his time as CEO, James has focused on positioning Fennemore for the future. He has helped lead the M&A teams that have resulted in the opening of 15 new offices around the U.S.

—allowing the firm to better serve its business client base. Fennemore’s upward trajectory led to it being named the [#1 firm in the U.S. for year-over-year revenue growth according to the 2023](https://mailchi.mp/c30439bab065/fennemore_tops_all_us_law_firms_for_revenue_growth_among_am_law_200) [*American Lawyer*](https://mailchi.mp/c30439bab065/fennemore_tops_all_us_law_firms_for_revenue_growth_among_am_law_200)[Am Law 200 rankings (45.6%).](https://mailchi.mp/c30439bab065/fennemore_tops_all_us_law_firms_for_revenue_growth_among_am_law_200) He’s been at the forefront of artificial intelligence innovation, driving the launch of [Project BlueWave AI,](https://www.fennemorelaw.com/about-us/innovation/) an industry-leading,

proprietary, and secure system that empowers teams to deliver exceptional client service. He’s helped pioneer [Fennemore Forward](https://www.fennemorelaw.com/fennemore-forward-new/), a bold new platform redefining workplace flexibility. He and the firm’s senior leadership team believe in listening carefully and always putting people first

—a philosophy that contributes to Fennemore’s [industry-leading retention and job-satisfaction](https://www.fennemorelaw.com/careers/attorneys/) [statistics](https://www.fennemorelaw.com/careers/attorneys/).

James is known for his thought leadership at the intersection of law and business. He has been featured on the cover of *The American Lawyer* (“Meet the New Boss … James Goodnow Shows What the Firm of the Future Might Look Like”), and *ABA Journal* named him one of “America’s Techiest Lawyers” in a cover story. Apple profiled James on Apple.com and in a worldwide “Apple in Business” ad campaign. He is a contributor to [*Entrepreneur Magazine*](https://www.entrepreneur.com/author/james-goodnow)and writes [a law](https://abovethelaw.com/author/jamesgoodnow/) [firm management, leadership, and innovation column](https://abovethelaw.com/author/jamesgoodnow/) for *Above the Law*. He is the co-author

of *Motivating Millennials: How to Recognize, Recruit and Retain the Next Generation of Leaders*, which debuted at #1 on Amazon in the business management new release category.

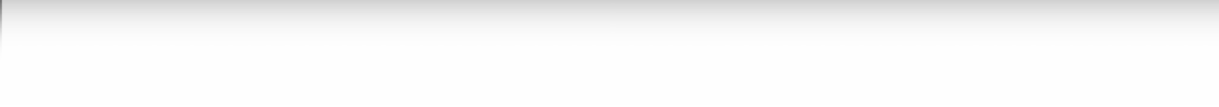
James is involved in the community. He has chaired, served on the board, or been involved in many organizations, including Make-A-Wish AZ, TGen (Translational Genomics Research

Institute), the National Kidney Foundation of Arizona, Brophy College Preparatory, the AZ Center for the Blind & Visually Impaired, and more. He is married to his high school sweetheart and is the proud father of two children. Outside of the office, James can be found playing pickleball with his family. He enjoys wine because it’s about people, culture, history, science, and

relationships. He’s a Level I sommelier with the Court of Master Sommeliers.

# EDUCATION

J.D., Harvard Law School (Thesis/3L paper on research-focused LegalTech)



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[Discover a New Legal Practice: Fennemore Forward](https://www.youtube.com/watch?v=aaH7wlZXokw)

Master’s Degree, University of Cambridge Business School (U.K.), Entrepreneurship (Thesis-“Reboot: Using Entrepreneurial Strategies to Infuse Innovation in Established Businesses”).

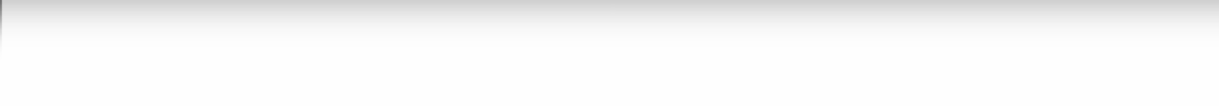
MIT Sloan School of Management, Dual Certificates in (i) Management & Leadership, and (ii) Strategy & Innovation

Harvard Business School, Management Certificate (“Becoming a Better Manager,” HBSO) B.S., Santa Clara University, *summa cum laude* (graduated first in class)

Certified Mergers & Acquisitions Professional (M&AP), Institute for Mergers, Acquisitions and Alliances (IMAA)

Certified International Mergers & Acquisitions Professional (IM&A), Institute for Mergers, Acquisitions and Alliances (IMAA)

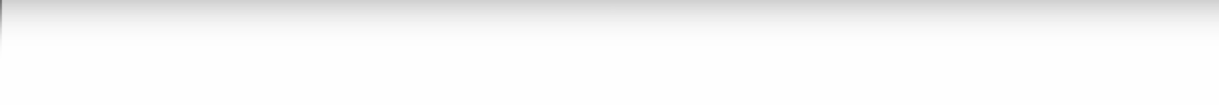
Phi Beta Kappa



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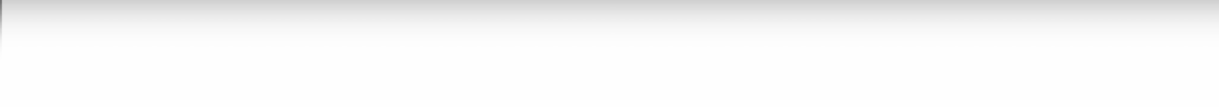
[James Goodnow’s Keynote at 2023 Fennemore Firm Retreat in San Francisco (Into the Future)](https://www.youtube.com/watch?v=Cou3eiDdB3w)



[Watch on](https://www.youtube.com/watch?v=Y_a7AAOXW2k&embeds_referring_euri=https%3A%2F%2Fwww.fennemorelaw.com%2F)

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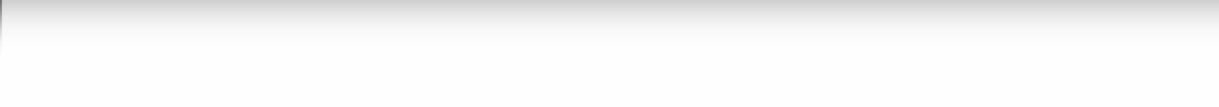
[James Goodnow on Fennemore's Legacy and Future: Building Communities Since 1885](https://www.youtube.com/watch?v=Y_a7AAOXW2k)



[Watch on](https://www.youtube.com/watch?v=HJ1RGABkNsE&embeds_referring_euri=https%3A%2F%2Fwww.fennemorelaw.com%2F)

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[James Goodnow’s Keynote at 2024 Fennemore Retreat in Las Vegas (Blue Oceans, AI, and Future of Law)](https://www.youtube.com/watch?v=HJ1RGABkNsE)



[Watch on](https://www.youtube.com/watch?v=3rvFilu6bu0&embeds_referring_euri=https%3A%2F%2Fwww.fennemorelaw.com%2F)

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[Fennemore University Recap Video 2024](https://www.youtube.com/watch?v=3rvFilu6bu0)

# AREAS OF PRACTICE

**Professional Services M&A Experience**

James has led or co-led M&A transactions that have led to the opening of 10 new Fennemore offices across the United States.

# AWARDS AND HONORS

Innovative Business Leader of the Year, *AZ Big Media*

Best Lawyers in America® Southwest Super Lawyers®

Top 50 AZ Big Media Leaders to Watch in 2025, *AZ Big Media*

Top 100 Lawyers in Arizona, *AZ Big Media*

AZ Business Leader, *AZ Business Magazine*

Lifetime Achievement, America’s Top 100 Attorneys®

*Top 100 Lawyers*, *AZ Business Magazine*

AZ Business Leader, *AZ Business Magazine Newsweek,* 20 Leaders (Law)

AV® Preeminent™ Peer Review Rated (the highest rating available), by Martindale-Hubbell AZ Big 100, Business Leaders, AZ Big Media

# ARTICLES AND PRESENTATIONS

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[Author, “Why Long-Term Strategic Planning is the Lifeline Your Business Needs Right Now,”](https://www.entrepreneur.com/leadership/why-long-term-strategic-planning-is-the-lifeline-for-your/458626) [Entrepreneur, September 20, 2023](https://www.entrepreneur.com/leadership/why-long-term-strategic-planning-is-the-lifeline-for-your/458626)

[Interview, “Returning to the office won’t get ‘Zoom Associates’ back up to speed,” Law.com,](https://www.law.com/pro-mid-market/2023/08/15/returning-to-the-office-wont-get-zoom-associates-back-up-to-speed/) [August 15, 2023](https://www.law.com/pro-mid-market/2023/08/15/returning-to-the-office-wont-get-zoom-associates-back-up-to-speed/)

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[James Goodnow interview on InBusiness Greater Phoenix](https://inbusinessphx.com/in-business/james-goodnow)

# PROFESSIONAL AND COMMUNITY ACTIVITIES

Member, State Bar of Arizona

Member, Board of Directors, National Kidney Foundation of Arizona (Immediate Past Chair) Member and Class Captain, Brophy Prep Alumni Association

Member, Board of Directors, Make-A-Wish® Arizona

Former Judge Pro Tempore, Maricopa County Superior Court

Former Member, Board of Directors, Arizona Center for the Blind and Visually Impaired

# ADMISSIONS

Arizona New York

District of Columbia (inactive) Colorado

Illinois

U.S. District Court, District of Arizona

U.S. Court of Appeals, District of Columbia

U.S. Court of Appeals, Ninth Circuit

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