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Partner Ted Banks Discusses In-House Counsel Promotions with Law360

Scharf Banks Marmor Partner [Ted Banks](#), who spent 33 years rising to different in-house roles at Kraft Foods before co-founding the Firm, offered insights to Law360 readers about ways in-house counsel may position themselves for promotions.

Discussing what makes clients happy, Banks said, ““What you need to be able to do is create a reputation that you’re the person that helps get things done. Very often that will mean saying, ‘You can’t do it that way, but why don’t you try doing it this way?’ Don’t just say no.”

Banks also said in-house counsel should work hard to support their managers and senior leadership within the company.

“What you want to do is make your superior look good,” Banks says. “Make sure you listen to what he or she says. Unless it’s so dramatically bad you can’t deal with it, do what they say, and never let them be surprised by something you do. Being a good team player is your best chance to have your superior have confidence in you and support you for a promotion.”

Read more insights from Banks and other lawyers in the Law360 article, “[How to Nab an In-House Promotion.](#)”