

PHOENIX Business Journal

5.09.08

May 9, 2008



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Dioguardi Flynn LLP is a business and litigation law firm. Dioguardi co-founded with John Flynn. Dioguardi also has invested in and played key roles in launching a number of businesses, including West Valley National Bank, where he serves as chairman.

What is one of your business goals for 2008? "To help start and capitalize at least four new companies. These will probably be in the solar, insurance, technology and real estate fields."

How do you recruit and retain quality employees? "We give them support and opportunities to grow into roles with as much responsibility as they want to master."

What is a significant goal you achieved in the past 12 months? "Being a founding director and principal shareholder of West Valley National Bank, which has already become a major vehicle for capital investment in our community that was otherwise lacking."

What is one thing your company does better than any other? "Our law firm is very good not only at providing top legal services in both the transactional and litigation areas, but also in helping our clients through our full-service business counseling."

How do you foster teamwork? "Communication. Sharing information with your teammates about the challenges faced, and not tolerating people on the team who will not communicate."

How do you build repeat business? "By being responsive and results-oriented, and helping our clients to grow and prosper beyond just handling their legal or financial needs."

What do you know now that you wish you had known when you started your business? "Building a successful business is all about having the right people on your team who know how to serve our clients."

What mistake have you learned from? "Failure to treat everyone with an equal amount of respect, no matter your initial evaluation of them, which could be wrong."



Dioguardi