



Nora L Klaphake

Director of Administration and Talent

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As the firm's director of administration and talent, Nora leads the administrative functions of the firm including human resources, legal administrative support services, litigation support services, office services, library and research services, and facilities. She serves as a trusted advisor to the firm's COO, President, and Board of Directors on strategic administrative initiatives and advises and supports the firm's Professional Development Committee, Recruiting Committee, and Diversity Committee.

Nora brings significant recruiting, talent development, human capital management, and executive advising experience to her role. Prior to joining Larkin Hoffman, Nora founded a legal consulting and search firm, served as Chief of Staff at Hamilton College and the University of Minnesota Law School, and led the Recruiting & Professional Development team at the Maslon law firm. Her early career includes practicing law and serving as a judicial clerk. She earned a BA from Hamline University and a JD from the University of Minnesota Law School.

Nora has volunteered her time and held leadership positions with legal and bar associations including The American Bar Association, Association of American Law Schools, Minnesota State Bar Association, National Association for Law Placement, Minnesota Legal Career Professionals, University of Minnesota Law School Alumni Board, and the University of Minnesota Law School Board of Advisors. She is a frequent speaker and presenter at legal organizations and law schools.