

Setting newly qualified lawyers up for career success
#steppingup #youngleaders



The client

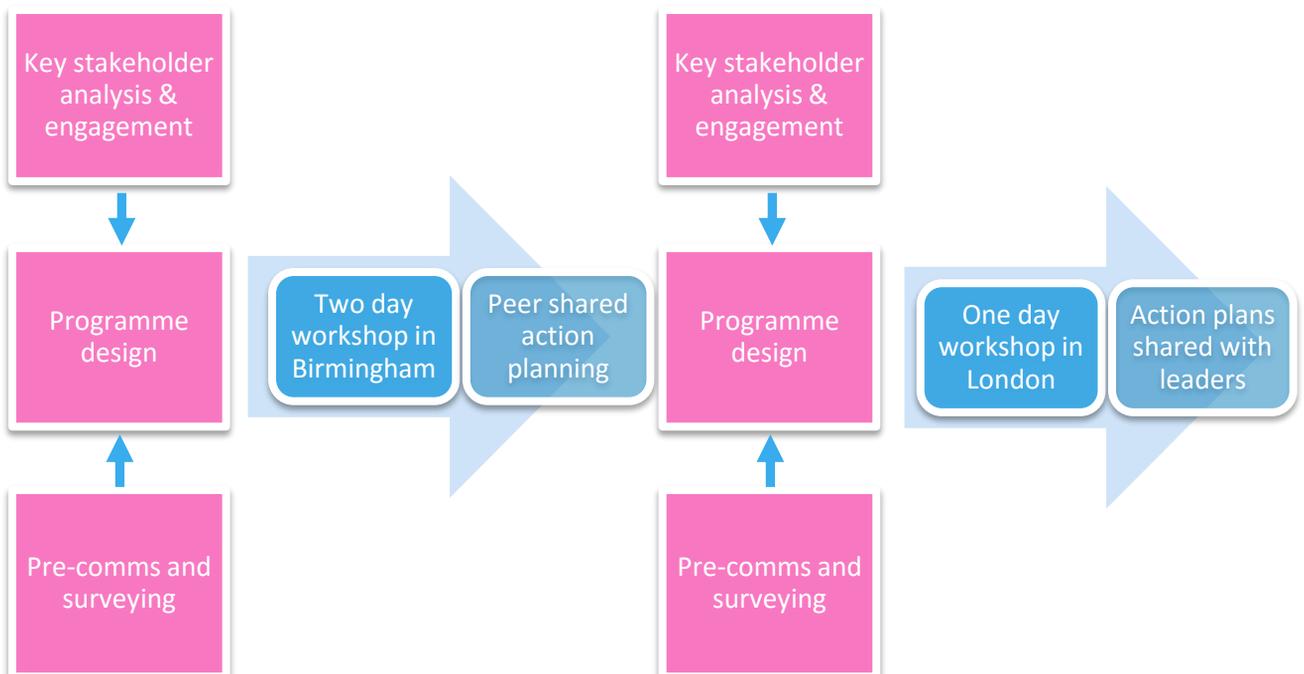
Wragge Lawrence Graham & Co is a UK-headquartered international law firm providing a full service to clients worldwide. Catseye were asked to help develop a programme to help newly qualified lawyers to step up to an increasingly busy workload, as the firm grew as a result of a merger, as well as bouncing back organically post-recession.

The brief

Upon achieving qualification, the career landscape for the new associates changes from being obviously sign-posted to being more ambiguous and self-determined. Their technical skills remain important, but are no longer the sole key to success in delivering value for themselves, their clients, and the firm. Catseye worked with their Head of L&D and other key stakeholders to design and deliver a solution.

The solution

Interviews with key WLG stakeholders revealed three key challenges the programme should address. Firstly there was a desire to reinforce the psychological contract between the newly qualified and the firm and so increase levels of talent engagement. Secondly there was a perceived need to bridge the generational differences between the predominantly Gen X leadership team, and the Gen Y newly qualified team to clarify and meet mutual expectations. Thirdly the L&D team were keen to show case best practice in the post-merger firm to demonstrate the power of great leader and peer-led learning in developing leadership capabilities. The solution included two workshops spaced eight months apart in different locations to reinforce inclusivity and provide sufficient space for active learning to happen.



The results

The newly qualified associates were reassured by the commonality of the challenges and concerns they shared and resolved to support each other as they grew. Input from those just a year ahead of them as well as more senior members of the firm and a selection of subject matter experts helped them to shift their focus on to how they could be even better. Time was spent exploring such subjects as: self-confidence and resilience, commercial realities, managing expectations, receiving feedback, winning behaviours, building career capital, delivering great client service, professional standards inter alia. The outputs from their thinking on motivational drivers were shared with the board to help foster better cross-generational leadership. The approach to the programme was repeated the following year and it has gone on to be even better with support and input from its recent alumni.

Less worrying,
leading to greater
productivity

Stronger peer
support
mechanisms

Improved
networks leading
to better client
service

Talent
engagement &
retention
reinforced

Contact

Jamie Rowland was the innovative lead consultant for this project. To catch up with him or anyone else on the team, just email info@catseyedev.co.uk and we'll get you a response as quick as a flash

OUR VALUES & GUIDING PRINCIPLES

What does Catseye believe in?

Real change

The merit of every individual

Doing the right thing

Being even better every time

CONTACT US

Catseye Leadership Development

info@catseyedev.co.uk

Copyright Catseye Development LLP 2016
All Rights Reserved