

# 5 KEY TACTICS

## to retain the best legal professionals

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### HELP THEM UNCOVER THEIR PURPOSE

Important questions:



What do I want to work on?



Do I have balance in my life?



Does my work make the world a better place?

Does my firm take a stance on:

- Diversity/equity/inclusion?
- Social responsibility?
- Sustainability?
- Access to justice?



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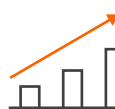
### BE INTENTIONAL ABOUT YOUR FIRM CULTURE



What is your firm's culture?



What do you want it to be?



What tangible steps can you take to change/preserve it?



What does a successful transition to a hybrid work environment look like?

Assignments | Training | Partner presence | Flexibility

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### PROVIDE TRAINING WHERE NECESSARY

#### Train leaders how to manage hybrid teams

- Set clear policies and goals together
- Each member should have a hybrid work plan
- Don't micro-manage, and build a system of trust among your team

WHEN A CYNIC ASKS:

"What if we train them and they leave?"

WINNING ORGANIZATIONS RESPOND:

"What if we don't train them and they stay?"

- Peter F. Drucker

"Train people well enough so they can leave. Treat them well enough so they don't want to."

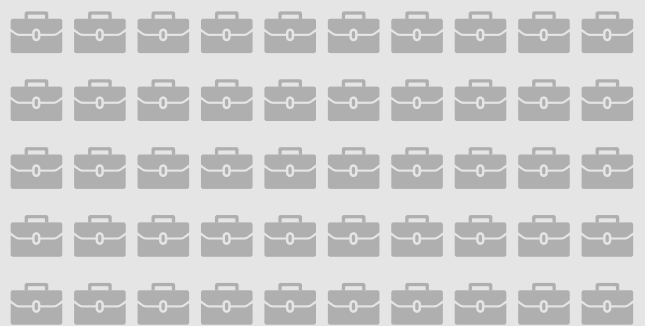
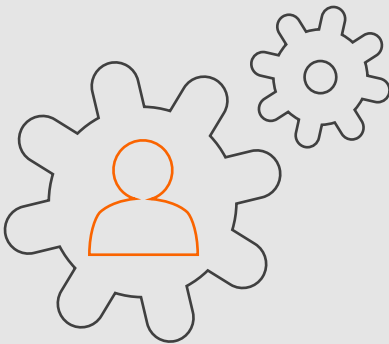
- Richard Branson

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### BE PROACTIVE WHEN IT COMES TO LEGAL TECH

#### What do lawyers really want?

Yes, legal tech will lead to improvements in workflows and efficiencies but ... lawyers WANT more meaningful work NOT more billable hours\*



46%

of legal employees said that legal tech had improved their well-being\*

What is the legal tech and tech support for remote users?

\*news.bloomberglaw.com/bloomberg-law-analysis/analysis-legal-tech-could-aid-lawyer-well-being

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### GENERATE EXPANDED BENEFITS

What are some things you could add to your current offerings?



Home office budgets



Robust wellness programs



More paid time off



Extended leave



Paid home office furniture



Reimbursement home data plans



Expanded benefits for immediate family care



Additional health reimbursement