



How To Attract, Develop, And Retain The **Best Legal Talent** Through Innovation

Contents

How To Attract, Develop, And Retain The Best Legal Talent Through Innovation	3
Talent Attraction And Development Within The Legal Industry	4
Resource Planning	7
Different Ways To Grow Your Legal Team	10
Selection Process And Innovation	12
Development Pathways	14
Cost Efficiencies	16
Conclusion	17

How To Attract, Develop, And Retain The Best Legal Talent Through Innovation

Successfully recruiting and retaining energetic, engaged and brilliant new minds will help your organisation build a dynamic workforce and achieve its long-term goals. Innovation is key to this process as the legal and business landscapes are constantly evolving. Learning how to adapt to changing times - and being agile when it comes to flexing up or down whilst maintaining consistent service delivery - will help ensure your team remains a safe pair of hands no matter what.

When attracting and developing new talent, it's important to ensure the pool you draw from is truly diverse. Not only will this have a positive impact on DE&I/CSR initiatives, but far more significantly, it will give your team an unrivalled breadth of thought and experience, bringing added value to your organisation.

Talent Attraction And Development Within The Legal Industry

Craft An Attractive Work Environment

Attracting talent is the first step in building a dynamic and capable workforce. The second step is giving these gifted individuals the development and training opportunities they need to thrive and realise their full potential within your organisation.

The generational shifts mean that quality candidates are generally attracted to exciting and innovative workplaces which exhibit faster and higher growth. Creating a compelling culture that aligns with these values and your organisation's mission will get prospective recruits interested in your business and show them what your company is most passionate about.



Another key aspect of crafting an attractive work environment is transparency around core values. Continuing to place diversity, equity and inclusion at the heart of your company culture will show new recruits that your organisation recognises the value of working with talented people from a wide range of backgrounds and the skills they bring.

Promoting a good work/life balance can also widen your appeal to prospective candidates. Place an emphasis on wellbeing and mindfulness, and work to accommodate flexible and hybrid working, to demonstrate that your organisation values its team members. Teams with a good work-life balance are more efficient, productive and motivated.

Ambitious and talented legal minds want to see that your company looks beyond the short-term financial success of the business. For example, candidates will want to know that your organisation has considered and responded appropriately to environmental, social and corporate governance issues. This must go well beyond ticking boxes. Having social and environmental responsibility at the core of your culture and legal work will help inspire your team and ensure your business is working to keep up with both society's evolving expectations about corporate behaviour as well as changing business models.



020 7871 2822



info@accutrainee.com



Effective Recruitment

In order to reach a varied range of candidates, you need to utilise as many channels as possible. Use social media, job boards, agencies, professional networks and any other avenues you can think of to access a diverse pool and make prospective recruits aware of your organisation and the unique opportunities it has to offer. Partnering up with universities or law schools can also help you tap into fresh, emerging talent.



[020 7871 2822](tel:02078712822)



info@accutrainee.com



Talent Attraction And Development Within The Legal Industry

Continuous Learning And Skill Development

High-quality candidates joining your team want to know that their future will be exciting and full of opportunities. Promoting a culture of learning and continuous improvement will not only make your company a more exciting place to be but will also ensure your team's skills are continually evolving.

Coaching and mentoring programmes can be incredibly beneficial for new hires, as well as existing team members. These programmes can help with skill enhancement and career growth alongside their own personal development.

In addition to formal appraisals, you want to make sure you get 360-degree feedback from the wider organisation to encourage collaboration, which supports career development within your legal team and demonstrates your team's alignment to the strategic goals of the business.

Many studies over the years have indicated that shadowing is an excellent networking tool and can facilitate the breaking down of internal barriers across the organisation. It can also help to improve communication between departments and is an opportunity for hosts to share best practices.



020 7871 2822



info@accutrainee.com



Resource Planning

Thorough resource planning will help you identify the areas where new skills or additional support is required. The process also gives you the opportunity to think about how your organisation copes with fluctuations in demand and capacity.

Understanding your resourcing needs is the key to successful resource planning. As the role of General Counsel has changed significantly post-pandemic, resourcing needs have also evolved. Continually evaluating your team's capacity and skillset will help you meet these shifting requirements and ensure you have quality people to call on when necessary.

Think about whether there are any development or skills gaps, taking the post-covid world into consideration in the process. For example, has your remit now evolved to look after regulatory and compliance, procurement, or DPO functions? Do you have the necessary expertise available to take on transactions that the business needs?

As well as working to create a fully resourced team for everyday operations, it's crucial to plan ahead for busy periods.



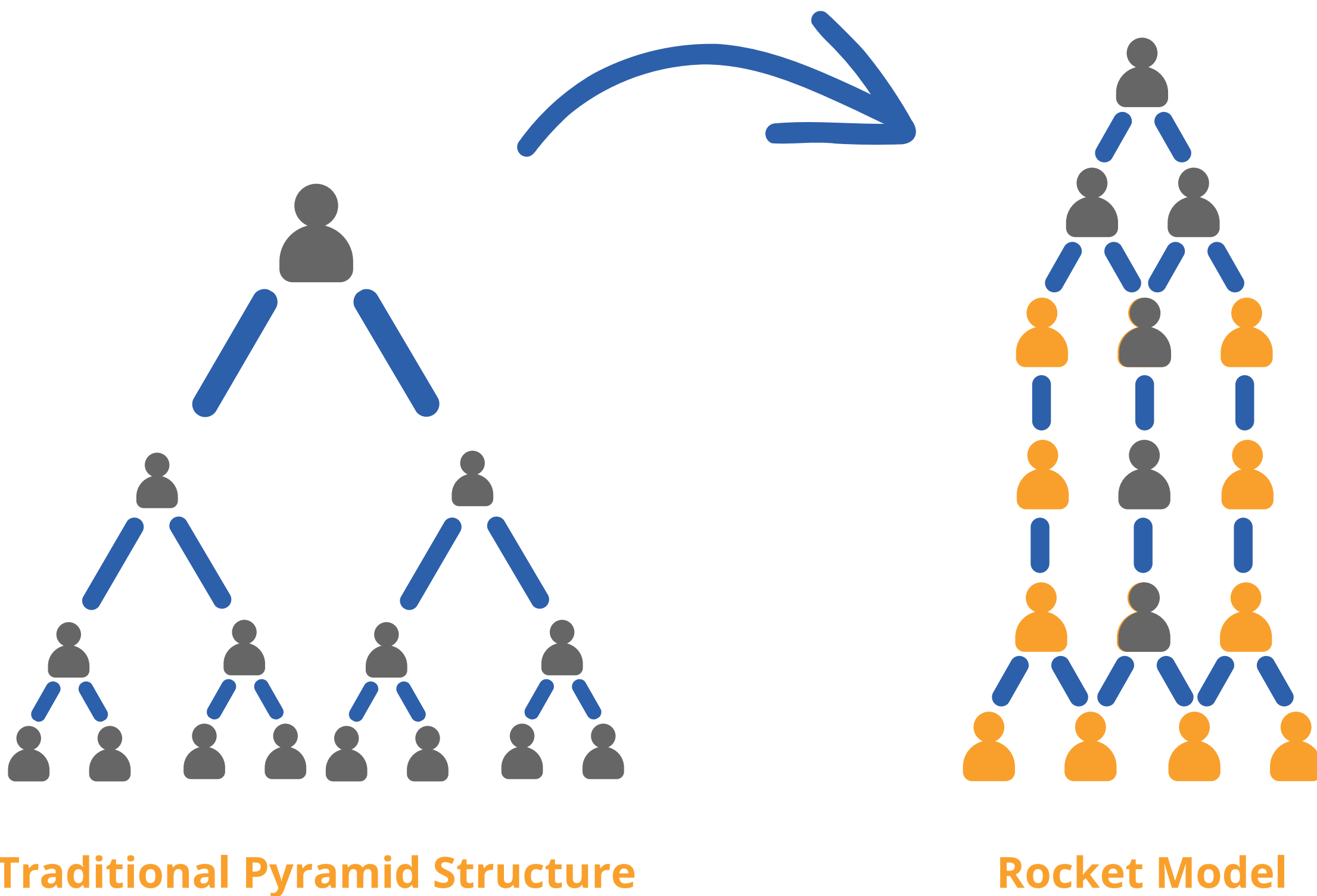
020 7871 2822



info@accutrainee.com

Resource Planning

It's possible to make operations even more efficient by honing the traditional pyramid structure into a rocket shape. This reduces the number of lawyers at the bottom of the pyramid and replaces them with paralegals and other highly skilled people on the sides of the pyramid. These team members act as backups for the legal team in the centre of the structure and ensure the organisation has the resources it needs.



That's where we come in.

If there are gaps within your organisation, Accutrainee and Accuflex can help to fill them quickly and help them integrate into your operations seamlessly to mitigate productivity loss. Using our expert knowledge and experience in the field, we're able to craft bespoke solutions that give your organisation the resources it needs.

When seeking additional headcount and internal approvals, your management data can be a valuable tool to demonstrate the need for these additional resources versus the business risks of not putting them in place.

Resource Planning

Think about highlighting and comparing the following:

- ➡ Volume and fluctuation of workloads versus headcount and lawyer expertise
- ➡ Cost of interim flexible resourcing versus external law firm services versus making a direct permanent hire

The above will go into creating an accurate picture and support a strong internal business case.

Build A Flexible Workforce

Having a flexible workforce in place allows your organisation to respond quickly and effectively to the changing landscape. The agility it provides can be invaluable in meeting the demands of your industry and providing an outstanding service.

The ideal flexible workforce should have two main components: a core team of permanent staff with a versatile skill set, and an auxiliary team of interim and contract staff that can be used to meet fluctuating legal demands. Bringing in talented people on short-term or flexible contracts will give your core team the support and resources it needs to succeed.

Over the past few years – with Covid as a catalyst – the legal profession, like many others, has become a lot more flexible in terms of working arrangements. Offering team members a more tailored approach to their working week can improve their work-life balance and have a positive effect on mental and physical wellbeing, all factors that can have a significant impact on productivity and retention.



Different Ways To Grow Your Legal Team

There are two main routes to growing your legal team - adding to your permanent staff pool and using interim and contract staff. The first option provides your company with stability and continuity. It's also important when it comes to long-term strategy and objectives.

Using interim and contract staff is a versatile and flexible way to add to your team as and when you need additional support. If these team members are talented, engaged and energetic, this can be incredibly useful when extra resources are needed for peak periods and large projects.



[020 7871 2822](tel:02078712822)



info@accutrainee.com



Different Ways To Grow Your Legal Team

Most organisations would benefit from a combination of the two approaches. Obviously, cost, onboarding time and office capacity need to be taken into consideration when deciding on the composition of your workforce. Here are some of the key points to take into account.

Pros Of Permanent Staff:



Developing the team



Stability



Loyalty

Cons Of Permanent Staff:

- Employment challenges and issues
- The 'red tape' of seeking headcount approval
- Long term costs and implications of a bad hire
- Turnover of permanent staff has a greater impact to team stability
- Expense and inflexibility

Pros Of Interim & Contract Staff:

- Speed to support resourcing demands
- Try before you buy and access key expertise
- Address immediate skills gap
- Support ad hoc/urgent project work
- Business may not be sufficiently mature to invest in permanent headcount

Cons Of Interim & Contract Staff:



Bringing people up to speed/ training



Instability within the team



020 7871 2822



info@accutrainee.com

Selection Process & Innovation

Innovative selection techniques can help you attract candidates who wouldn't otherwise apply to join your organisation. This can help you reach a wider talent pool and diversify your workforce.

Innovative Selection Methods

Implementing data-driven hiring strategies and utilising AI for predictive analysis can help you uncover talent and find the right people for your organisation. Having a structured recruiting program that relies on a team of individuals rather than a single hiring manager can also reduce the opportunities for bias in your workplace.

Fairness and awareness of unconscious biases are crucial. Ensure you're treating every employee fairly and that salary and benefits packages are consistent for all employees with similar roles or responsibilities. Consider performing an audit with the support of your HR team to identify any pay gaps that may exist and which you may be unaware of.



[020 7871 2822](tel:02078712822)








info@accutrainee.com



Diversity And Inclusion

Diversity and inclusion should be actively promoted throughout the selection and hiring process. Drawing talent from unusual pools can have a positive impact on your organisation and help you expand the skillset of your team. Both diversity and inclusion can be encouraged through mentorship programmes and affinity ally groups.

In order to hire quality candidates from a wide range of backgrounds, it's important to address unconscious bias. Having preconceived ideas or prejudices can cause you to dismiss or overlook excellent candidates and make unfair judgments during the hiring process. It's important to be aware that unconscious bias training for your team isn't in itself enough to reduce bias in decision-making. As well as undergoing training, you may need to work alongside your HR function on the following:

-  Create a front-end selection process that reflects your company's commitment to diversity and inclusion.
-  Alongside automated sifting to help reduce bias in the selection process, applications should be evaluated and considered by individuals who are not part of the hiring process.
- This will support the breadth of candidates being interviewed and offer a more diverse and open shortlist.
-  Being mindful of using social media to identify and source candidates. This has been shown to increase bias and reduce the number of people from marginalised groups that make it through the application process.
-  Obtaining wider feedback by having a range of people from across the business sit in on the interview or carry out interviews of their own with the candidate.
-  Scheduling interviews should be easy, flexible and accessible. Interviews should be available on a range of dates and reasonable adjustments should be accommodated where possible.

Development Pathways

Providing clear development pathways is crucial in attracting and retaining talented individuals to your organisation. Most engaged new hires will want to add to their skillset and build on their personal and professional abilities.

Quality candidates will understand that, in order to excel, you need to be a competent legal expert but also possess excellent interpersonal and technical abilities. If your preference is to prioritise your existing workforce, you can provide meaningful opportunities for professional development and support personnel in achieving their career ambitions.



[020 7871 2822](tel:02078712822)



info@accutrainee.com



Traditional vs SQE Route

Consider offering legal professionals' opportunities for development and qualification through either the traditional or SQE route. Supporting individuals through both pathways allows team members to choose the option that best suits them.



External Support

Partnering with external organisations like Accutrainee can give your organisation the resources it needs to offer high-quality development opportunities. Providing interesting and fulfilling personal and professional learning pathways will enrich both your team members and your organisation as a whole.



020 7871 2822



info@accutrainee.com

Cost Efficiencies

Cost efficiency exercises should focus on the optimisation of resources. Again, innovative approaches can help. Integrating new technologies and working with outside partners to boost capacity at busy times can allow your business to run efficiently in order to provide an outstanding service.

Optimising Resource

Optimising your use of resources will help your organisation run more efficiently and prevent money and work-hours being wasted. Continuously evaluate your team's workload to ensure resources are allocated appropriately. Where possible, implement workload management tools and software to track and allocate tasks efficiently.

Generative AI in particular is likely to have a big impact on the legal profession and cost efficiencies. AI tools based on large language models will be able to automate numerous tasks and carry out many legal functions. For example, AI can help to conduct due diligence, provide legal advisor support, carry out document and clinical negligence analysis and even be used to predict case outcomes. Apparently, AI might replace some of the roles that lawyers undertake, but whatever the eventual outcome it would be foolish to ignore the huge changes that AI is making within the legal profession.

Getting The Right Resources At The Right Time

Making an organisation cost-efficient and properly optimising resources is all about timing. Building a flexible workforce allows you to respond to changes in work levels with agility. Having a core team in place means you can avoid overstaffing during quiet periods and collaborate with interim and contract staff to provide extra resources at busier times. This efficient approach means your company only pays for the resources it really needs.



Conclusion

Attracting, developing and retaining the best legal talent is key to building an innovative, responsive and dynamic department. Creating an appealing work environment, providing high-quality development opportunities and implementing strategies for talent management will aid your company in achieving its objectives when it comes to hiring.

Your organisation will be better able to navigate the changing legal landscape if it utilises technological innovations and creates a flexible workforce. Regularly reviewing and adjusting your approach to align with your changing needs will allow your company to adapt quickly.

Focusing on diversity, equity and inclusion when building your team is essential if your business is going to benefit from a wider pool of knowledge and experience. The added value a diverse team can bring to your organisation can be considerable, especially if you use good selection techniques to find the best people for the job.

As market leaders in identifying the best junior talent we welcome the opportunity to support and help you attract, develop and retain exceptional people.

Meet The Senior Leadership Team...



 **Susan Cooper**
CEO and Founder



 **Meera Ferguson**
Operations Director



 **Andrea Gallo**
HR Manager

MEET THE ACCUTRAINEE TEAM

See Below How To Get In Touch And What Our Clients Are Saying About Our Services

1. Success Stories

Learn more about how we can support your team and ensure it has the resources it requires.

[CASE STUDIES](#)

2. How Accutrainee Can Support You

Arrange a call, submit an enquiry or send us an email so we can start discussing your resourcing needs.

[LEARN MORE](#)

3. Subscribe To Our Newsletter

Subscribe to our Newsletter to get the latest news and receive updates on all our services.

[SUBSCRIBE](#)

4. Hear What Our Clients Have To Say

Our valued clients share their first-hand experiences about the services we provide.

[TESTIMONIALS](#)

020 7871 2822



info@accutrainee.com

