

## Award Winning Talent Programmes

by deWinton-Williams



*'Your talent is your future pension'*

Growing talent in the legal sector can be easy as the baseline intelligence is high. Retaining that talent is far more difficult. When your best and brightest leave, the usual cry from partners is that they 'left for more money'. Review of exit interview data indicates that the reasons are more about career path, progression and making the best of their potential. Talent programmes which both support and progress your lawyers' skills are a key factor in keeping you future partners rather than losing them to the competition. deWinton-Williams Consulting Ltd has a reputation for talent programmes which push lawyers to the next level and give them the personal resource and confidence to deliver. More than that, our award winning talent programmes raise their profile and standing in the firm through evidence of skill, business planning and delivery to the bottom line.

The feedback we get says it all:

'This is the toughest and most rewarding programme I have ever experienced. I am a better lawyer for it and see my future here'

'I don't know what this programme is doing, but I am seeing senior associates change' (Partner)

'I have never been so pushed and challenged – and I have never felt more confident.'

'I just want to get out there and do it now.'

### So what do our talent programmes combine?

- **Reality based practice sessions:** We build a programme of 'Labs' each focusing on a key area of a lawyer's role – financial management, BD, CRM, People management and leadership. Each Lab delivers hard advice on how to be successful and then puts lawyers into real-play practice sessions in which they construct the reality – using descriptions of real people to brief actors who then 'morph' into the characters
- **Feedback:** We tell people what is working and what is holding them back. Feedback comes from the delegate, the actor, the facilitators and the delegate's colleagues. Imagine immediate 360 feedback. We see people develop over a day and transform over the duration of a programme
- **Coaching:** We ensure that learning is converted to action through focused, business based coaching which ensures that blocks are surmounted and delivery achieved
- **Mentoring:** We set up an internal mentoring programme to ensure that delegates are given the support and wisdom of a partner as they progress their business plan
- **Business planning:** Lawyers are helped to develop a strong business plan, linked to firm and practice group strategy to ensure they are planning and building a practice within the business
- **Return on investment:** We believe that People Development is a business investment which like any other, should deliver a return. We prefer to set delegates a financial target which, not only covers the cost of the programme, but ensures a profit too
- **Report back:** At the end of the programme, delegates present what they have learned, what they have changed and what they have delivered. The result? Profile for them, profile for L&D

Every programme is designed to match your business, link to your strategy and reflect the day-to-day workplace reality of your people. Some programmes are focused purely on BD, others on the full role. All our consultants are experienced in design, delivery and facilitation of programmes. If you think you could get more out of your talent and want to keep them in your business, we can help.

[Contact us through the contact page on our website or call us on +44 \(0\) 207 372 4997](#)