

Table of contents

Law firm strategy for recruiting and retaining legal talent _____ 5
Rebecca Normand-Hochman
Venturis Consulting Group

Collaboration among partners: increasing the odds of productive lateral hiring _____ 17
Heidi K Gardner
Harvard Law School

The new employer proposition: getting the balance right between the firm's strategy and the expectations of its workforce _____ 31
Jean-Baptiste Lebel
Allen & Overy, Paris

Legal education and training: supporting the recruitment and development of legal talent _____ 45
Tony King
AGK PSF Training Ltd

Equipping partners with the skills and abilities to retain talent _____ 63
Alison Nolan
Open Consulting

Coaching lawyers through change _____ 79
Antonin Besse
Besse Executive Coaching and Training

Retaining women lawyers: the need for new perspectives _____ 99
Ida Abbott
Ida Abbott Consulting

In-house careers _____ 115
Cecilia Poullain
Natixis Asset Management

Recruiting and retaining talent in first-generation law firms _____ 125
Anna Grishchenkova
KIAP Attorneys at Law

Managing underperformance _____ 137
Patrick J McKenna
McKenna Associates Inc

Working with legal search consultants _____ 147
Guillaume Pican
Page Executive

Case study: designing and _____ 155
implementing a new people
strategy

Alessandro Portolano

Chiomenti

Gerard J Tanja

Venturis Consulting Group

Alumni and the value of _____ 161
creating strong networks

Mahmood Lone

Allen & Overy LLP

Boyan Wells

Retired Allen & Overy partner

About the authors _____ 173