



MANAGING THROUGH CHANGE

Helping Your Workforce Adapt to the 'New Normal'

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AGENDA

- ▶ Current **HIRING TRENDS** in the legal field
- ▶ How to **MANAGE** and **HIRE** a remote legal team
- ▶ **TRANSITIONING BACK** to the office



Key FOCUS areas

- Digital transformation
- Cloud-centric client service
- Business continuity
- Data security and privacy
- Hybrid-remote teams
- Business resilience





10 IN-DEMAND Practice Areas

1. Litigation
2. Labor and employment
3. Privacy, data security, information law
4. Healthcare
5. Insurance law





10 IN-DEMAND Practice Areas

6. Regulatory and compliance
7. Intellectual property
8. Tax law
9. Bankruptcy and foreclosure
10. Family law





MANAGING A REMOTE STAFF



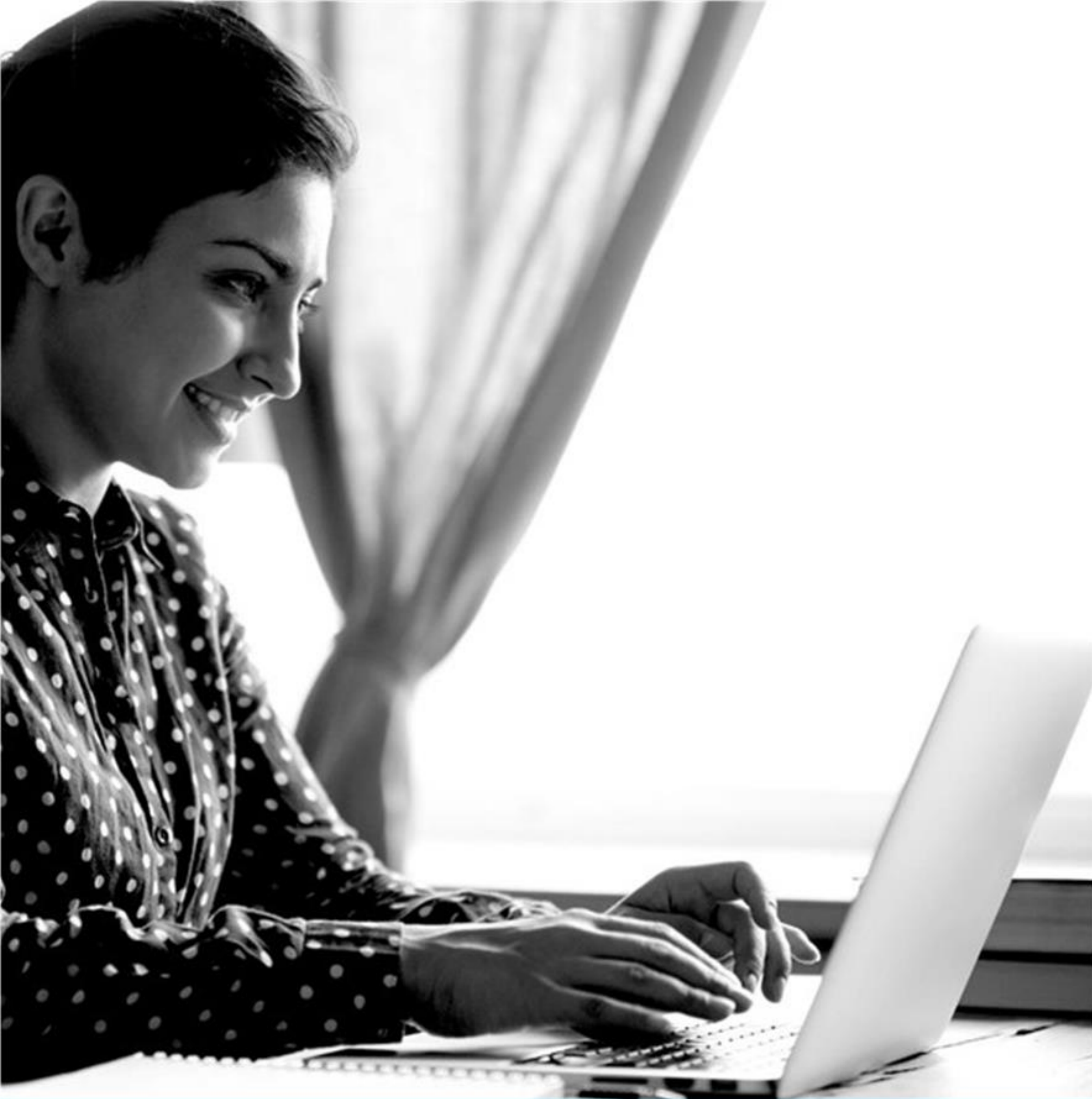
No amount of
COMMUNICATION
is too much.

- ✓ Conduct frequent calls
- ✓ Stay on schedule
- ✓ Use a calendaring system
- ✓ Host virtual coffee talks
- ✓ Encourage communication
- ✓ Check in often



Be open and **AUTHENTIC.**

- ✓ Be upbeat
- ✓ Be honest and transparent
- ✓ Lead with empathy



But work still needs
to get **DONE.**

- ✓ Reprioritize projects when necessary
- ✓ Give every project an owner



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HIRING REMOTELY



Tap multiple resources to find the **RIGHT** job candidates.

- ✓ Former employees
- ✓ Current employee referrals
- ✓ Remote interim staff



Conduct **REMOTE** interviews.


- ✓ Prepare your technology
- ✓ Minimize distractions
- ✓ Assess aptitude for remote work
- ✓ Evaluate fit with firm culture



- ✓ Set up in advance
- ✓ Team introduction via video call
- ✓ Pair with a work buddy
- ✓ Create an online manual
- ✓ Be available

A man with glasses and a light-colored button-down shirt is smiling while looking at a laptop. The background is a soft, out-of-focus grey. The bottom of the image has a teal overlay containing text.

ONBOARDING REMOTELY



56% of professionals worry about being in close proximity to colleagues.

55% believe it will be more difficult to build strong relationships with colleagues if teams aren't in the same building as much.

Source: Robert Half survey of more than 1,000 workers 18 years of age or older and normally employed in office environments in the United States

REOPENING THE OFFICE

CHANGES Ahead

U.S. workers are already thinking about these changes, according to a recent survey:



will rethink shaking hands



will reconsider attending in-person business events



plan to use email or phone meetings rather than meeting in-person



are weighing the necessity of business travel

Source: Robert Half survey of more than 1,000 workers 18 years of age or older and normally employed in office environments in the United States

The NEW norms

Top measures workers want their company to take as a result of COVID-19:

79%	Allow employees to work from home more frequently; have better cleaning protocols (tie)
70%	Hold fewer in-person meetings and trainings
55%	Stagger employees' work schedules
52%	Require employees to wear masks
46%	Change the office layout

Source: Robert Half survey of more than 1,000 workers 18 years of age or older and normally employed in office environments in the United States



**Many of your
staff may
CONTINUE to
work from
home.**



Your team will need **NEW** soft skills.

- ✓ Flexibility and adaptability
- ✓ Willingness to pitch in
- ✓ Tackling multiple roles
- ✓ Creativity
- ✓ Eagerness to learn



**Keeping YOUR business
in business.**


Flexibility is essential.





Agility is **KEY**, even back in the office.

- ✓ Continual readjustment
- ✓ Reprioritizing tasks, realigning resources
- ✓ Managing a mix of resources



Your retention efforts will be **TESTED.**

- ✓ Pay top performers well
- ✓ Focus on employee wellness
- ✓ Be flexible
- ✓ Ask for feedback





QUESTIONS?



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