

Key Questions For Law Firm Leaders



TALENT RETENTION

- Do we attract and retain the best quality people?
- Do we recognise and develop our rising stars?
- Is the firm a place where people truly want to work?

>£30k

the cost to
recruit a new
fee earner
(Orbit SSI research)



TOMORROW'S LEADERS

- Are we geared up for the development of tomorrow's leaders?
- Have we identified our high-potential individuals?
- Have we clarified the skills needed to thrive at leadership level?

<19%

of leaders said their
firms were effectively
developing leaders
before transitions
(Pease and Wellins)



HYBRID TEAMS

- What are we doing to drive employee engagement?
- How cohesive are our leadership teams?
- How are we grappling with the challenges of hybrid working?

87%

of law firms have
implemented some
form of remote working
(International Bar Association)



WELLBEING

- How focused are we on the physical & mental wellbeing of our people?
- Do we give a healthy balance between support and challenge?
- Are we bolstering workforce resilience during difficult times?

72%

of solicitors reported
symptoms of burnout
such as exhaustion or
reduced effectiveness
(The Law Society)



STRATEGIC GROWTH

- Is our leadership team aligned and driving growth?
- Are we maximising client relationships and finding new ones?
- Are all our people valuing, managing and capturing time?

5x more

it costs five times more
to acquire a new client
than retain an existing client.
(Harvard Business Review)

**YOUR
PEOPLE
YOUR MOST
VALUABLE
ASSET**



**Challengers.
Enablers.
Trusted Advisors.**

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About Orbit

If you are looking for a business partner who will deliver tailored programmes designed to develop your most important and valuable asset - your people - Orbit is for you. A specialist people development consultancy with expertise in:

Dynamic Leadership

Empowering, energising and engaging your key people.

Sales, Growth & Productivity

Utilising the latest techniques and scientific research to maximise your financial performance.

Team Effectiveness & Employee Engagement

Delivering high-performing teams, company-wide engagement and inspirational culture.

How Do We Do It?



ASSESSING • COACHING • TRAINING

Assessing

We have a range of carefully selected behavioural and functional assessment tools we use to form the foundations of your bespoke Orbit programme.

Coaching

Coaching your team, as part of your programme, often plays a major role in building longevity and achieving tangible results that are sustainable and focused on the organisation's specific goals.

Training

We share powerful, relevant material via compelling, interactive workshops that are entirely geared to the firm and its objectives.

Benefits for law firms working with Orbit:

- ✓ A highly engaging programme that delivers clear, tangible benefits and ultimately drives growth.
- ✓ Provide a vehicle that creates headspace for your partners and senior leaders to think strategically.
- ✓ Identify tomorrow's leaders and invest in them giving them the tools required to deliver now, and in the future.
- ✓ Ensure everyone in the firm knows how they contribute to the vision and annual targets.
- ✓ Give your fee earners the skills to achieve 'trusted advisors' status, thereby maximising client relationships.
- ✓ Ensure accuracy, high levels of customer service and reliability are prevalent throughout the firm.
- ✓ Provide ways for everyone to interact more effectively internally, enabling ways to create High Performing Teams.
- ✓ Create an environment where people really love to work.

THE NEXT STEPS

for any law firm keen to know more we are offering:

1

VIDEO CALL



A discovery call via Microsoft Teams or Zoom regarding your current thoughts, challenges and aspirations for developing your people. Also, during this call, Orbit will present what we have to offer to law firms.

2

DISCUSSION DOCUMENT



Orbit will produce a discussion document reflecting the topics discussed in the discovery call and what a bespoke Orbit programme could look like for your firm.

3

HOSTED MEETING



Orbit will offer to host a meeting for your firm, using the discussion document. The objective will be to work on the document with your team to refine it. Also, to explore how the document could be used as the basis for a bespoke Orbit people development programme for your firm.

Let us know what you would like to do next by emailing amanda.p@orbitbusinessdevelopment.com our Office Manager with your thoughts, possible dates and your contact details.

OR

REQUEST
A CALL



Challengers.
Enablers.
Trusted Advisors.

CASE
STUDY

FRANKLINS
SOLICITORS LLP

Hi-tech law firm, Franklins has a 100-strong team and offices in Milton Keynes and Northampton. It is a full-service Practice providing a multitude of legal services for the general public as well as for businesses. LEXCEL accredited, the firm has also achieved ISO9001 which highlights Franklins' dedication to putting its clients at the heart of the business.

Partner, Lee Holmes said, "Engaging Orbit has been enlightening. They designed a bespoke leadership programme to suit our needs. It will ensure Franklins' Partners have the skills they need to work strategically 'on' the business, rather than allowing the day-to-day pressure of work 'in' the business dominate their time. They have also worked with our rising stars too. This means our senior managers and partners of tomorrow, will be empowered to step up. The next phase is to facilitate cascading the strategic plan to enable every member of the team to understand how they can work with us to pull in the right direction, and contribute to the future success of the firm."

Our Legal Team



Andy
Hewitt

Managing Director

As an experienced leader with 25 years cross-sector experience in B2B and B2C, Andy brings best practice from his time as Commercial Director with Nestlé and Procter & Gamble.



Nimble
Thompson

Advisory Board Member
Legal & Corporate

Former Managing Director of Eversheds North, Nimble brings a wealth of legal business insight as well as wisdom from time spent in other leadership roles.



Michael
Luckett

Senior Consultant

A highly-qualified business coach and non-practising lawyer. Mike worked for Ashurst LLP and has a background in international law recruitment.



Gill
Barstow

Client Services Director

The lead architect of Orbit programmes, Gill has led many of our professional services projects and understands the sector well, achieving outstanding results and feedback.



David
Hewitt

Chairman of the Orbit
Advisory Board

Formerly CEO of Orbit, David spent 25 years in the IT sector, over a decade of which as CEO of a leading software house that specialised in law firm tech, managing change and building sales growth.

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