

Strategic HR Forum

Transforming HR to influence change

Legal Week

Strategic HR

Forum

Tuesday 12 May 2009
London, United Kingdom

Conference brochure

Hosted by

Legal Week

www.strategichrforum.com

Welcome

2009 has seen some of the main players announce redundancies amongst UK law firms during the global recession. The role of HR teams is ever-increasing in importance as structure and management will undoubtedly change in response to the economic situation and following the Legal Services Act.

Legal Week is delighted to launch The Strategic HR Forum specifically designed for HR directors and managers. The forum will allow decision makers to share and discuss new ideas and the challenges of running a HR department.

The forum will discuss the impact of change on HR teams in today's volatile markets. The Legal Week HR Survey, which focuses on HR's perception in law firms, will conclude what steps must be taken to ensure HR is not sidelined when the big decisions are being made. Interactive focus groups will provide an opportunity to exchange experiences on balancing professional aspirations and monetary gain, managing client demands with flexible working and creating a global culture.

The agenda will also examine how HR can assist the improvement of client relationships. In-house lawyers take the stage to discuss expectations from external counsel, including their view on how a law firm's HR team can influence the relationship. Considering internal support functions in more detail, interactive focus groups allow insights into relationships between HR and marketing/business development, finance and IT. The panel on benchmarking legal HR against other professional services will showcase the importance of HR teams to overall performance in economically challenging times.

The topics discussed will be vital for the year ahead, with speakers discussing key areas for HR teams at law firms, which are going to see many changes in the environment they operate in – both internally and externally.

Advisory board

Helen Anthony, HR director, Clifford Chance

Lak Purewal, HR director, Norton Rose

Geoff Griffin, HR director, Berwin Leighton Paisner

Kay Willis, HR director, Lovells

Martin Havelock, HR director, Slaughter and May

Thea Gaunt, HR director, Weil, Gotshal & Manges

Who should attend

- HR directors
- HR managers
- Heads of personnel & development
- Heads of recruitment
- Talent managers
- Financial directors
- Marketing directors
- Business development directors

Benefits of attending

- Bespoke conference programme
- Learn best practice management techniques
- Gain 7 CPD points
- Network with peers from leading law firms



Morning programme

08:00 Registration

08:30 Opening remarks from the chair

08:45 **Keynote: How to influence and assist change in a volatile climate**

The effects of the world economic crises are far reaching and law firms are by no means exempt. In order to remain competitive firms must assess many business processes and be prepared to change future strategies. During this session HR directors will learn how to encourage and assist the firm to successfully adopt change.

Andrew Hedley, strategy consultant, Hedley Consulting

09:30 **Legal Week HR survey: Solicitors' perceptions of the role of HR**

The success of incorporating HR into a law firm's strategy comes with getting buy in from the lawyers themselves. This survey, conducted prior to the conference by Legal Week, will identify the perceptions of a number of HR functions within law firms. The key findings from the survey will be presented during this session.

Kate Sanderson, global HR director, Watson, Farley & Williams

09:45 **Panel: Incorporating HR into a firm's strategy – getting partner buy in**

In order for HR teams to increase their influence over law firm decision making, it is important for them to identify how they are perceived by the fee earners. From this point HR directors can clearly identify what must be done to increase their influence with the partners, the real decision makers. This session will analyse the results of the Legal Week HR survey and discuss what steps must be taken to ensure that HR is not left on the sidelines when the really important decisions are being made.

Panel chair: Kate Sanderson, global HR director, Watson, Farley & Williams

Panellists: Jonathan Croucher, HR director, Taylor Wessing

Caroline Rawes, UK HR director, Linklaters

Genevieve Tennant, HR director, Allen & Overy

10:45 Morning coffee

11:15 **Interactive focus groups:**

A. Balancing professional aspirations with monetary gain

Each generation of lawyers has its own expectations and aspirations. In recent years some have questioned whether the demand for high salaries and large bonuses is eroding the passion lawyers have for their work. During this interactive focus group delegates will assess whether this change is becoming a concern for firms and if so how to ensure lawyers are there for the right reasons.

Martin Havelock, HR director, Slaughter and May

B. Managing client demands with flexible working

Flexible working in some form is now offered at most firms. However; the pressure of client demands and billable hours make it difficult to achieve. This session will provide delegates with the opportunity to share their thoughts on how flexible working can be met in the business of law.

C. Creating a global culture in a multi-jurisdictional world

As law firms expand across the globe it can be difficult to create a firm wide culture. Here delegates will find out how firms can create a sense of culture across a number of jurisdictions.

Thea Gaunt, HR director, Weil, Gotshal & Manges

12:30 Lunch

Afternoon programme

13:30 Panel: How HR can assist in improving client relationships

The link between HR and the client is often overlooked. However solicitors' expertise and the relationships they build are vital to retaining key clients. This group of senior in house lawyers will outline what they expect from the relationship with their external counsel and the law firm itself whilst addressing how HR can have an influential role in improving client relations.

Panel chair: Meirion Jones, executive director, Clients & Markets, Reed Smith

Panelists: David Casement, VP & CCI general counsel, Chubb Insurance Maninder Gill, legal and HR director, Harvey Nichols and Company

14:30 Interactive focus groups:

Enhancing the relationship between HR and other support functions

In a volatile economic climate it is imperative that the law firm support functions work closely together. Each interactive focus group will discuss how key support departments should interact with HR.

A. HR and marketing/BD

Lucy Adams, HR director, Eversheds Carol Ashton, HR director, DLA Piper

B. HR and finance

Martin Blackburn, HR director, Baker & McKenzie

C. HR and IT

15:45 Afternoon tea

16:15 Panel Q&A: Benchmarking legal HR against other professional services

It is often said that law firms are less advanced than other professional services when it comes to strategy and management. This session will provide firms with the opportunity to ask HR directors from other professional services how they have tackled some key HR issues including diversity, reward/bonus structures, influencing change and balancing generation X & Y.

Jackie Gittins, director – talent management, PWC

17:30 Closing comments from the chair

17:45 Close of conference

How to register

Complete the registration form and fax to +44 (0)20 7504 8355, call +44 (0)20 7316 9625 or email duncan.campbell@incisivemedia.com
Postal address: Legal Week Events, 32-34 Broadwick Street, London W1A 2HG, United Kingdom

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Contact details

Name: _____
Surname: _____
Position: _____
Company: _____
Address: _____

Email address: _____
Telephone number: _____
Dietary requirements: _____

Interactive focus groups

As part of the conference programme delegates are invited to choose one of the sessions to attend from each time allocation. Places will be allocated on a first come first served basis, therefore please highlight a first and second choice to attend marking 1 and 2 in the box.

11:15 Interactive Focus Groups:

- A:** Balancing professional aspirations with monetary gain
 B: Managing client demands with flexible working
 C: Creating a global culture in a multi-jurisdictional world

14:30 Interactive focus groups:

- A:** HR and marketing / business development
 B: HR and finance
 C: HR and IT

Payment details (please tick as appropriate)

- Standard delegate rate** £695 + VAT
 'Early bird' rate (before 4 March 2009) £595 + VAT

Terms and conditions: Any cancellation must be received by Friday 13 March 2009. The registration fee will be credited minus an administration charge of £350. After this time the booking may not be cancelled or any fees refunded. Legal Week Events reserve the right to cancel any conference it deems necessary and will in such an event make a full refund of any registration fee. Legal Week Events will not assume any liability for changes to the programme, date, content, speakers or venue. Payment is required in advance of the event. Legal Week Events reserves the right to refuse admission if payment is not received in advance of the event.

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