

OUTPLACEMENT

Recruitment and retention have been the hot topics for the past five years. In 2009 firms are concerned about the economy and the impact of an economic downturn on their clients and their own profitability. Attracting and retaining talent continues to be a priority as firms face the generational shift triggered by the pending retirement of the Baby Boom generation.

Recruitment is about *making promises*. Retention is about *keeping promises*. How you terminate people as a reflection of your firm *culture* – how you treat lawyers on the way out is equally important to what you tell them on the way in.

Terminating a colleague is one of the most difficult decisions you will have to make during your career. Since 2002 we have been helping law firm leaders make decisions necessary for a strong law firm by providing effective and professional transition counseling for those lawyers who they must terminate. We are the only firm in Canada that provides outplacement exclusively for lawyers. Our clients can best describe our work....

"Anyone needing your services has been put in a very awkward situation and usually thinks that he or she is the only one to whom this has ever happened. The most important thing when you are put in a situation like this is to have support, which I got from you."

"First and foremost, it was clear to me throughout our process that you really understood what more senior lawyers experience as they transition."

"You obviously understand the legal market very well, and your contacts are superb."

"Your investment in and concern for people on a personal level is obvious and sets you far apart from the usual recruiting or outplacement service."

"To be blunt, I was skeptical about whether your services would be of any value. (Lawyers always think they know everything). Boy was I wrong!"

To Learn More

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