

PEOPLE IN LAW \ AWARDS 2023

EXCELLENCE IN LEARNING & DEVELOPMENT

WINNER:

TLT

"Our winning project of Excellence in Learning & Development was for our senior leadership programme called Leading the TLT Way which is a multi-phase and multi-platform programme that has been aligned with our values and guiding behaviours and challenges our most senior team to drive our growth through a People First Culture. The programme includes collaboration with external experts, mentors and coaches focussed around three core elements of Inclusion, Psychological Safety and Performance and Growth Mindset.

We were delighted to win this award for a number of reasons, firstly this is recognition for the commitment shown from our senior leaders to undertake what is a challenging piece development. The award has also highlighted to the whole firm how hard we work to maintain our culture and create an inclusive and engaging workplace. Also for our hardworking learning and development team this has been hugely motivational to get recognition from a highly respected peer group and People in Law."

Adam Goodwin, Senior Leadership and Talent Manager, TLT

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BEST HEALTH & WELLBEING INITIATIVE (FOR FIRMS UP OF TO 750 EMPLOYEES)

WINNER:



“We set off on a mission to help people remove their ‘work disguise’, where people can thrive without compromising their health and wellbeing.

We redesigned our performance management system putting health and wellbeing at the centre of all conversations. We start conversations with “how are you” and we listen. We can’t resolve all problems, but we give time for people to talk and help where we can. We have seen a positive shift in our culture and employee engagement. We will continue to put health and wellbeing at the centre

of all we do so people can reach their potential in a healthy way that supports their wellbeing.

I work with amazing colleagues that put their all into their roles. I felt it was a good time to stop, reflect and celebrate our achievements. Submitting our nomination was my way of saying thank you to the team for their hard and great achievements. We had a fantastic awards night with the People in Law team. We are proud of our approach to health and wellbeing and this award demonstrates we are on the right path.”

Anthony Edwards, HR Manager, Fisher Jones Greenwood

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BEST HEALTH & WELLBEING INITIATIVE (FOR FIRMS OF OVER 750 EMPLOYEES)

WINNER: **th** trowers & hamlins

"Our partner wellbeing programme was created because many of our partners weren't engaging with the existing firmwide wellbeing initiatives. There were many reasons for this, ranging from demands on partner time to preconceptions amongst the partnership that wellbeing was for younger and less senior staff.

The aim of the programme was to give partners time, space, and empowerment to take charge of their own health and wellbeing, and to ensure that the impact of investment in their improved wellbeing would cascade down throughout the firm.

We engaged with partners on topics to cover and asked if they would share their own experiences. We were delighted at the level of willingness to do so. Partners spoke openly about issues including mental health, bereavement, health issues and managing severe anxiety.

We were keen to include sessions with a more practical focus. These included role modelling good wellbeing and supporting the wellbeing of others. The sessions were organised in collaboration with Smart About Health, and we also were fortunate to have well renowned doctors, psychologists, clinicians and coaches involved. Pre meeting sessions with them and any partners ensured that those who were sharing experiences felt comfortable and at ease."

Jacqui Bernuzzi, Reward & Wellbeing Manager, Trowers & Hamlins

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BEST ENVIRONMENTAL INITIATIVE

WINNER:



"We were tremendously proud to have been recognised for the award. Bates Wells is a purpose-led, values-driven organisation which has been our defining characteristic for over fifty years.

We are committed to delivering positive impact and achieving this by striving to be a sustainable and responsible law firm and it is really affirming to have received this recognition for the work we are doing on our Climate programme."

Scott Sullivan, HR Director, Bates Wells

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BEST INTERNAL ENGAGEMENT CAMPAIGN

WINNER: **th** trowers & hamlins

"We won an award for Best Internal Engagement Campaign for our values project, which we worked on with consultants, Brands with Values. We felt we had always had a very clear and distinctive culture but we wanted to find words that would bring that to life. We invited everyone in the firm to participate. Using a diagnostic tool called Culture Decoder which asks a series of powerful values questions, combined with a series of workshops to discuss the findings, we were able to learn about how the views of individuals aligned with their experiences of the firm.

A culture/values project such as this was highly unusual in the legal sector. We were thrilled by the results,

which showed a very high level of alignment between what individuals valued and what they experienced at the firm. There was also extremely high consistency between what our senior leadership considered important and what individuals considered important. This meant we were confidently able to find the right words that accurately describe our culture, our values, our personality, how we inter-relate and the tone of voice we would like to use going forward. This led to the creation of four headline values, We collaborate, We savour success, We are driven by innovation, We are not afraid to be human."

John Worrall, Head of Learning & Development, Trowers & Hamlins

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BEST SOCIAL MOBILITY INITIATIVE AND GRAND PRIX

WINNER:

Browne Jacobson

"In 2021, the firm launched FAIRE (Fairer Access into Real Experience) – a unique programme offering work experience opportunities to candidates specifically from lower socio-economic backgrounds. Its annual FAIRE events have now attracted 23,500+ students from 2000+ schools, and its virtual insight event in 2022 was the largest legal virtual work experience event in the UK, with 3300+ attendees taking part. Under FAIRE, the firm has also launched a dedicated mentoring scheme for aspiring Black lawyers and has partnered with Forage to launch an interactive online work experience programme to broaden access for aspiring young lawyers. As a result of its work in this area, it was chosen to be one of only 13 UK businesses to form the Social Mobility Commission's (SMC) new Employer Advisory Group and has

been named the UK's leading employer in the Social Mobility Foundation's Employer Index for the last two years.

'We were delighted to be recognised for our work in this really important area at the prestigious People in Law Awards.

Since making social mobility a key pillar of our firm strategy and values we have seen the transformative effect it can have on our business, our clients and the lives of future lawyers. As a firm we want to be at the forefront of society's biggest issues. The progress we have made has come through years of hard work, dedication and commitment by our people, in particular our incredible HR team so it's wonderful to see their efforts and achievements recognised in winning two of the evening's most coveted of prizes."

Caroline Green, Senior Partner, Browne Jacobson

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BEST CSR INITIATIVE

WINNER: ashurst

"With more than 40 million people caught in forms of modern slavery today, Ashurst recognises the role it can play, as a global law firm and member of the business community, in helping to eradicate all forms of modern slavery.

Inspired by the firm's founder, William Ashurst and his four daughters, who were active in efforts to abolish global slavery in the 19th century, Ashurst launched its Modern Slavery Action Plan (MSAP); an ongoing programme and believed to be the first of its kind, to create a legacy programme for each daughter and provide a road map to continue those abolition efforts today. Designed to draw on support across all of Ashurst business operations, the MSAP sets out to

complement Ashurst's Pro Bono work with Social Impact efforts. The Social Impact work won Best CSR Initiative for its innovation in working with survivors of slavery by running workshops around digital safety, basic IT and financial literacy. As well as this, in joining Sophie Hayes Foundation's 'Partner Up' scheme, Ashurst hosted six people with lived experience of modern slavery to do work shadowing placements in the London office, which provided an opportunity to understand what kind of roles are accessible in Business Services. Volunteers coached participants how to undertake typical administrative tasks, to give them a flavour of their daily work and build confidence and new skills with office systems."

Helena Yeaman, Senior Social Impact Manager, Ashurst

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EXCELLENCE IN DE&I

WINNER:



GOODWIN

"Our project was an immersive in-person inclusive leadership training programme that we rolled out to everyone in the office. The content was based on research conducted into our own culture so the scenarios resonated with participants and helped them to understand the role they can play in building a more inclusive culture.

We are incredibly proud of winning this award, not least because so many people were involved across the office through the design, delivery and helping to ensure maximum attendance. We appreciate People in Law giving us the opportunity to be recognised for the hard work of our team."

Jessie Pitts, Senior Manager EDI, Goodwin

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BEST EARLY TALENT RECRUITMENT CAMPAIGN

WINNER: 
law·tax·future

“We designed and delivered our CMS virtual event series and our CMS Live in-person events with a threefold focus. These aims were to showcase CMS as a UK-wide, inclusive employer that embraces diversity, and to achieve a high percentage of applications from attendees at our events whilst supporting applicants in areas we have historically seen our candidates struggle, such as commercial awareness and delivering a message with impact. It

was also important for us to develop a campaign that represented life in a post-Covid world and the hybrid way in which we work at CMS. Developing a blend of virtual and in-person experiences (and recording the virtual events for people to watch in their own time) was critical for inclusivity and ensured that we achieved our aims. We are extremely proud to have won this award – thank you to everyone at People in Law.”

Anita Walker, Early Talent Acquisition Advisor, CMS

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MOST INNOVATIVE PEOPLE INITIATIVE

WINNER: MACFARLANES

"We are thrilled that Macfarlanes has been named the winner of People in Law's Most Innovative People Initiative for our work on the Business Services Academy (BSA). The BSA has been hugely successful in developing individuals in our business services teams by giving them access to a variety of opportunities across the firm. The BSA allows participants to interact with another department on a day-to-day basis, build

stronger relationships with a wider network and develop their understanding of how another department works. Participants are then able to return to their original team with a broader skill set which can help add value. We are delighted that the judges recognised how, through initiatives like the BSA, Macfarlanes is working to help its people reach their full potential and make an even stronger contribution to the success of the firm."

Laura Childs, HR Business Partner, Macfarlanes

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BEST PEOPLE PROFESSIONAL

WINNER: THOMAS HOGAN Mishcon de Reya

"Being awarded Best People Professional was a huge achievement and truly felt that years of hard work supporting aspiring lawyers across the industry was being recognised by my peers. Not only was this a

personal achievement for me and my career, but it also felt as though the role of early careers in the legal industry was being recognised for its importance in advancing change in an established profession."

Thomas Hogan, Early Careers Advisor, Mishcon de Reya

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RISING STAR

WINNER: CURTIS GREENIDGE TRAVERS.
SMITH

“Whilst I have always thoroughly enjoyed my job and all it entails, having the firm openly express their recognition by submitting a nomination really meant a lot to me. It was also a great privilege to be shortlisted and meet my fellow nominees as well as other great people from across the profession at the pre-awards networking event – which led to several LinkedIn connections – which was equally as valuable as the award itself.

With that said, I was of course absolutely overjoyed when my name was announced as the winner. I was

blown away that the judges were impressed with my work, and I would be lying if I said I was not overwhelmed with emotion and needed a while to recompose myself. To also be able to share the special moment with my team, who I work with so closely day-to-day made the moment extra special and one that I will treasure for a long time to come. The evening itself was fantastically organised logistically and that was reflective in the high standards that were delivered, Russell Kane’s stand-up set was also an added bonus!”

Curtis Greenidge, HR Systems and M.I. Advisor, Travers Smith

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BEST PEOPLE LEADER

WINNER: JONATHAN AGAR  **birkett's**
Next Level Law

"I am very pleased to accept the Best People Leader award, but must acknowledge that it is recognition for the efforts of many more people across Birkett's. It is a real privilege to be able to share this award with colleagues and the senior leadership team, who have played an integral part in Birkett's' continued success over the past few

years. The collegiate culture at Birkett's is something I am incredibly proud of and it is this stand-out feature which I believe makes Birkett's such a great place to work. Regardless of role or position, everyone has positively embraced the firm's ambition and culture making it very gratifying to receive an award that recognises these core attributes."

Jonathan Agar, Chief Executive, Birkett's

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HR TEAM OF THE YEAR

WINNER: CLYDE&CO

"Our HR Operations team won the award for the delivery of the people aspects of the second biggest law firm merger in the UK legal market. It involved a 1,300 people integration including 46 partners across 10 office locations from BLM, a UK based insurance focused firm specialising in casualty, healthcare and regional professional lines defence. The team was integral to the merger's success providing an end to end HR solution from the announcement until present day, without external support and while continuing to undertake 'business as usual' tasks for the wider UK business. The team approached the merger with a

bold mindset, looking at creative commercial solutions and designing new people processes with the aim to not only deliver the TUPE transfer, but to design bespoke solutions that set up the merged entity for sustainable, long-term success. The time scales were a challenge and HR solutions had to be developed quickly, but with appropriate consideration and creativity. The teams across both organisations were committed to the success of the project, and worked collaboratively to make it happen. It is a testament to the team's culture and ability to support each other and deliver successful outcomes."

Lisa Collins, HR Director (UK), Clyde & Co