



The Law Society

The Law Society Masterclass Series

Strategic career mapping for partners

**Tuesday 7
February 2012**

The Law Society,
113 Chancery Lane,
London

Registration: 09.00

Course: 09.30-16.45

6 hours CPD

This masterclass pulls together the many different facets that support or frustrate firms developing career paths for partners. The session will look at current and future career paths in both existing and alternative business structures. Delegates will leave this masterclass having explored many issues around partner career mapping, including:

- What are the catalysts for change on partner career paths?
- Effective career mapping within different firm structures.
- Single or multi-tracked career options, and aligning personal aspirations with a firm's brand and reputation.
- Integrating partner development plans into the firm's strategic plan to realise a return on investment;
- How to achieve effective partner development in a cost effective and practical manner and over a workable timeframe.

Achieving partnership is no longer a guaranteed route to riches or retirement. Changes to the default retirement age, challenges to lockstep (beyond 5 years), an increased emphasis on performance management, and a reluctance from younger, potential partners to invest in older, underperforming partners means that firms can no longer sit back and believe that plateau partnership is indeed a plateau on to retirement.

The tendency is to view partner careers as a cul-de-sac, linked to lockstep, is no longer viable.. American and European firms take a different approach, keeping partners well into their seventies and beyond. This masterclass challenges existing perceptions and offers a range of alternatives that value partners beyond their ability to bring in fees at the highest level. It will offer mechanisms for a more open and honest discussions on contribution and reward, and build an enhanced sense of collegiality, values and real partnership.

The masterclass will be led by *Patricia Wheatley Burt*, director of *Trafalgar the People Business*. Patricia and her team support firms ranging from small, niche practices through to the Top 100. She is author of *Leadership for Law Firms* and is a regular speaker and facilitator at legal and commercial sector conferences.

Why attend?

This masterclass will challenge your perceptions on partner development, offering alternatives that value the contribution of partners as more than just high fee-earners. You will get advice on starting a dialogue on partner contribution and reward in your firm, and the building blocks for a firm structure based on collegiality, values and real partnership.

Who should attend?

- Managing partners
- CEOs
- Senior partners and partners
- Board members
- Finance, HR and BD Directors



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For enquiries, please
telephone **020 7316 5700**

or email
events@lawsociety.org.uk

Registration form

To book and pay

Online

To register for this event online, please go to www.lawsociety.org.uk/events. Select the event you want to attend and click on the 'register now' tab. We recommend you pay online by credit/debit card to guarantee your place at this event immediately. If you choose to pay by cheque, please send payment, with your booking details attached, within 10 days of making the booking. Your booking is not guaranteed until we have received payment. If we do not receive your payment within 10 days of your online booking, your place may be released without notice.

By Post

To register please complete the form below in CAPITAL LETTERS and return it with a cheque made payable to The Law Society to: Law Society Operations Admin, 113 Chancery Lane, London WC2A 1PL, DX 56 Lon/Chancery Ln

Please note: bookings for this event cannot be taken over the phone

Title: _____ First name: _____ Surname: _____

Position: _____

Organisation: _____

Address: _____

Postcode: _____

Tel: _____ Fax: _____

DX: _____ Email: _____

Registration fee

Member of the Law Management Section **£450 + VAT**

PC Holder **£495 + VAT**

Non-PC Holder **£595 + VAT**

PC Holder working in NFP **£395 + VAT**

Total payment

Joining instructions will be sent by email two weeks before the event.

Access, dietary or other requirements:

Please advise if you have any additional requirements: _____

Terms and Conditions

1. Event documentation will be sent in advance.
2. The Law Society reserves the right to amend or cancel this event. The Law Society can accept no further liability if the event is cancelled, including no liability for any expenses incurred as a result of cancellation.
3. Full payment is required unless you give written notice of cancellation at least 10 working days before the event, in which case you will be refunded the registration fee less an administration charge of 20%.
4. No refunds will be given for cancellations that occur within two weeks of the event date.
5. You may substitute a colleague without charge, provided you confirm their full name in writing before the day of the event.
6. The Law Society can accept no liability for any loss suffered by any person acting or refraining from action as a result of the material delivered during or in connection with the event.
7. Acceptance by the Law Society of your booking will give rise to a legally binding contract between us on these terms and conditions

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