

Quick-time partner training

Most partners, when choosing between an afternoon of billable hours and an afternoon of training, will opt for the billable hours, even if they see the training as valuable.

A progressive city law firm recognised that their partners had had very little development but they were unable to get partners to sign-up to the half-day and one-day programmes being promoted by training companies. deWinton-Williams worked with the firm on a partner-time friendly solution. As a first step, we worked with the partners and the HR department to define the partner role in terms of both activities and qualities. Having established the role, deWinton-Williams put together a modular programme of 12 quick-time partner sessions each directly linked to the partner role. Quick-time training days were scheduled over a year and the full programme advertised to allow partners to select their preferred modules and diarise the time. With evident relevance to the partner role, every session was fully booked and attendance remained at 85% over the year. Moreover, partners, having been asked to attend at least four modules, attended an average of seven. Feedback was so positive that the firm is rolling the programme out to senior associates.