

# STRATEGIES FOR SUCCESS –DISMANTLING SOME EMPLOYMENT COUNTER PRODUCTIVE PRACTICES IN LAW FIRMS



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# ICE BREAKER

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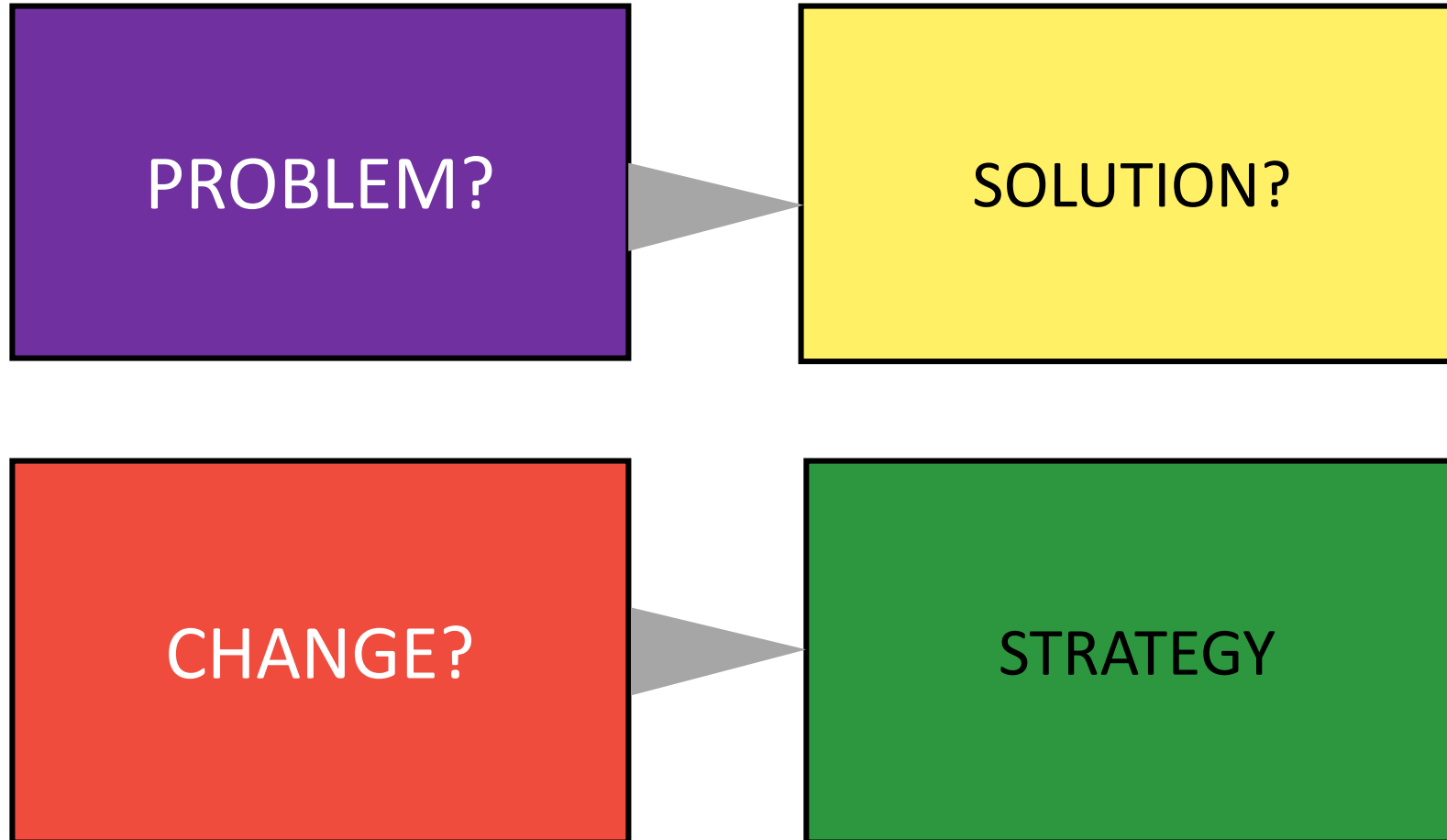
WHAT COMES TO MIND WHEN WE HEAR THE WORD DISMANTLING?

D . I . S . M . A . N . T . L . I . N . G



# THE ACT OF GETTING A SYSTEM TO STOP FUNCTIONING BY GRADUALLY REDUCING IT'S POWER OR PURPOSE USUALLY OVER A PERIOD OF TIME

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# LEARNING OBJECTIVES

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1. To understand the basic concept of counter productive employment practices, establish why we need to make changes. To understand the fundamentals of change management in the process of dismantling counter productive employment practices.
2. To examine how we are acting or reacting to the four cardinal focus of HR function, recruitment & selection, training and development, performance management and Compensation/Reward System.
3. To appreciate our important role as change Agents, what makes good change agents, knowledge, skills and attitude, phases of change management as well as the importance of developing a people strategy.
4. Finally, examine a model for developing successful strategy. Question and Answer





## WHAT IS COUNTER PRODUCTIVE EMPLOYMENT PRACTICES?

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- ❖ Counterproductive employment practices refers to actions, policies or practices displayed by employer and employees or their representative that go against achieving a productive work life as well as disrupts the actualization of the goals and aims of the employer.
- ❖ The driving forces behind counterproductive work practices can be very broad and include environmental reasons, lack of training, lack of leadership skills, employer and employee personality, life changes and external factors.



# WHY CHANGE OR DISMANTLE THE EMPLOYMENT COUNTER PRODUCTIVE PRACTICES?

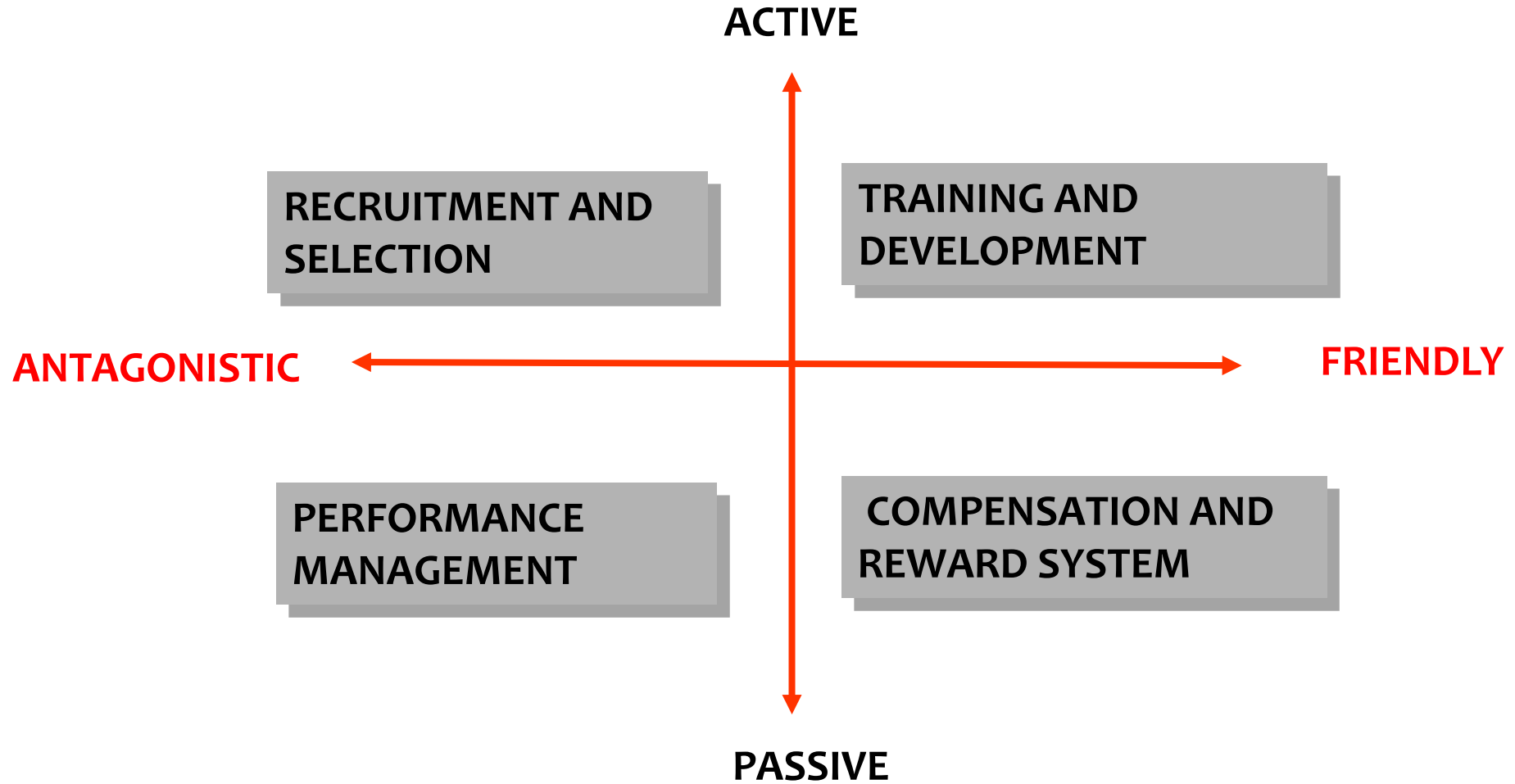
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- ❖ Change is essential for law firms that want to evolve and remain competitive.
- ❖ The global legal market has undergone enormous structural and operational change of which the key element is how the talent management spectrum is evolving.
- ❖ The competitive pressures behind these changes show no signs of abating. In fact the signs are that the competitive pressures are increasing.
- ❖ People are the greatest competitive advantage, we must embrace change in the management of people.
- ❖ To provide [Great Employee Experience](#) as well as boast your firm's brand and reputation.
- ❖ To improve productivity and profitability.



# HR AS A BUSINESS PARTNER: ARE WE ACTING OR REACTING?

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# HR AS A CHANGE AGENT – D.I.S.M.A.N.T.L.I.N.G EMPLOYMENT COUNTER PRODUCTIVE PRACTICES

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# WHAT MAKES GOOD CHANGE AGENTS? ATTITUDE, KNOWLEDGE & SKILL

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1. Commitment to the organization
2. Empathy and Trust
3. Concern to achieve
4. Resilience or great persistence
5. Tactful and diplomatic. “Political skills” are necessary.
6. Subject-matter experts in respective area of responsibility.
7. Better understanding of how legal business works –This entails understanding money – where it comes from, where it goes, how it goes and how to keep it.
8. Positive intergroup relations
9. Willing to contribute to discussion - sharing information and ideas
10. Using individual strengths for the benefit of the team
11. Working through conflicts



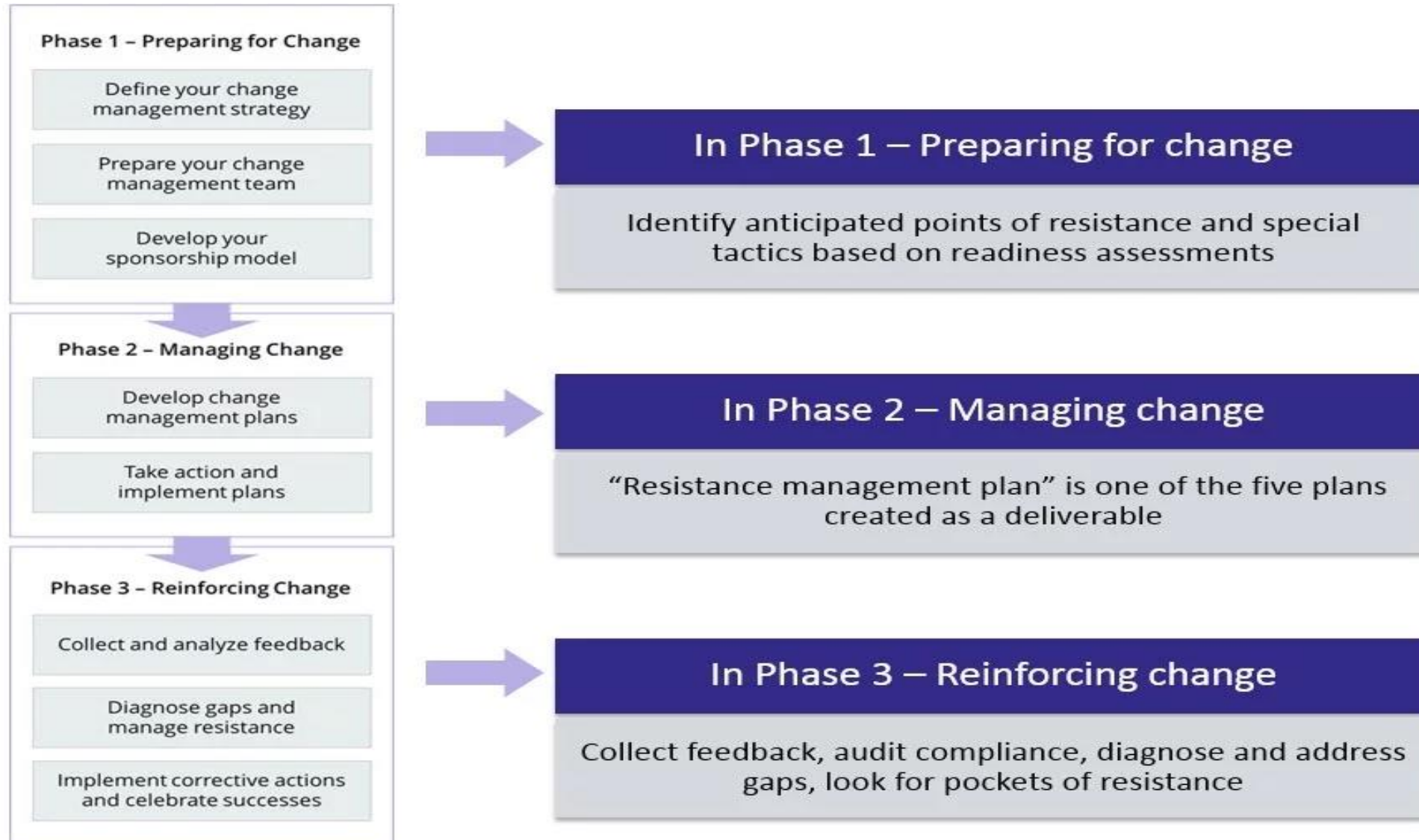
# The British Banter: Theresa May

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# PHASES OF CHANGE MANAGEMENT

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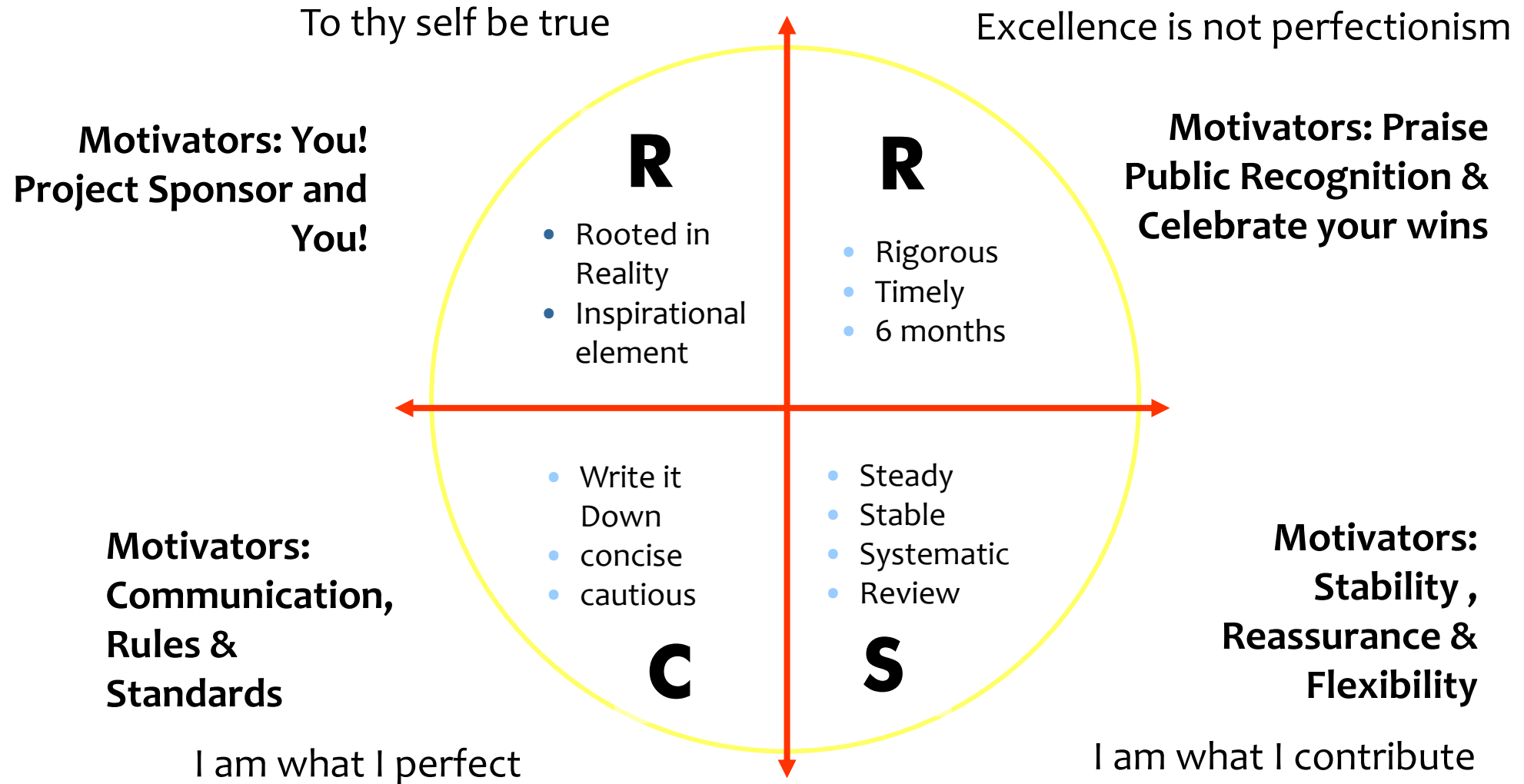
# STRATEGY DEVELOPMENT : TOP PRIORITY

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- ▶ Organizational change can be incredibly disruptive without a strategy to guide the transformation initiatives.



# BE STRATEGIC : THE SUCCESSFUL STRATEGY MODEL



# SUSTAINING HIGH PRODUCTIVE FIRM – A MUST DO!

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1. Organisation Architecture
2. Hire the Best People
3. Get New Staff Up to Speed Quickly
4. Offer Competitive Pay and Benefits
5. Keep Your Employees Safe
6. Have Clear Employment Policies
7. Measure Employee Performance
8. Communicate Clearly
9. Provide Effective Training
10. Comply With the Rules
11. Get New Staff Up to Speed Quickly
12. Ensure Diversity and Fairness in the Workplace
13. Handle the Termination Process
14. Comply with human resources requirements and laws
15. Put Controls in Place
16. Keep Good Records
17. Work Life Balance-Integration



# SOME FINAL THOUGHT

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**ALL LAW FIRMS NEED A TALENT MANAGEMENT STRATEGY**



# QUESTIONS/COMMENTS

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