



**Why training
is essential for
law firms**



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Whether it's to address skills gaps, keep up to date with compliance, or make onboarding more engaging, it's vital for law firms to provide effective and inspiring learning and training programmes for their employees.

However, this is often a struggle for many businesses, and any problems can easily trickle down to employees, with **74%** of legal professionals admitting they have struggled to complete essential learning.

We've outlined why we think it's so important for law firms to provide the best training possible, alongside our three golden rules for law firm training.





Five key benefits to law firm training

Address skills gaps

Keeping your team up to date in a wider variety of skills means they can be more flexible and contribute to more areas of your organisation. This leaves you with more options when it comes to completing tasks efficiently and to a high standard.

Inspire and retain employees

Many legal firms have been affected by the Great Resignation, and as record-level resignation rates continue, the legal profession faces worrying retention and recruitment challenges.

So, what can law firms do? If you want the best talent in your firm, develop an approach to attract, nurture and retain that talent.

Demonstrate a commitment to ongoing skills development with customised career pathways and programmes specific to your organisation. If your training is not up to scratch or poorly delivered and people are not getting the training they need or expect, chances are some will vote with their feet.

Make onboarding inspiring

Effective training is a great way to provide inspiring onboarding experiences for new recruits. A well planned and tailored onboarding programme will reassure your new recruits from day one that they have made the right choice. Empower them with the structured knowledge they need to hit the ground running in your firm.

Remain on top of compliance

The use of online learning delivery can help you stay on top of your compliance obligations by delivering, managing and logging online learning in areas such as anti-money laundering, anti-bribery, GDPR and cyber security.

Thrive in a hybrid world

With the significant rise in hybrid-working, training for leaders and managers is essential. Helping them address remote working issues such as isolation, mental health considerations, teamwork, employee engagement and performance management is critical for a happy, sustainable and productive workforce. Developing hybrid-friendly training is one challenge law firms cannot afford to ignore.



Three golden rules for law firm training

1

Break it down

With most legal professionals struggling to find the time to complete their training, its essential to make things as convenient as possible.

So, break learning down into manageable chunks. Deliver it online so that employees can do it at a time, place and pace that suits them best. Record webinars for later viewing and check in regularly with learners to keep up with how their training is going.

2

Combine digital learning with real-life experience

Reinforce what has been learned online with related experiences provided in person.

Tie digital learning in with job shadowing, action learning groups and mentoring for variety and impact.

Providing engaging experiences will make it more likely that learners will complete their training.

3

Make it bespoke

Everyone learns in different ways, and some may need to work on certain areas more or less than others.

So don't just use generic off the shelf modules and expect outstanding results!

Develop content for different kinds of learners with a variety of skillsets to ensure they will remain engaged.

Connect with us

Get in touch to discuss how we can enhance your law firm training programmes.



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