

A GROWING LAW FIRM DRIVING CONSISTENT QUALITY FOR CLIENTS

SMART Goals from the Top to the Bottom for this Remote Workforce

WHO NEEDED HELP

A quickly growing law firm is keen to maintain the top quality legal work clients have come to expect.

HOW WE HELPED

The partners participated in a SMART Goal Workshop, facilitated by Belinda DiGiambattista, and distilled their imperatives into three major buckets including: People & Culture, Client Growth, and Processes & Systems. The Senior Partner ultimately crafted 6 Firm Objectives.

These were presented to the Firm and each employee met 1:1 with Belinda to craft their own SMART Objectives. Every employee is eager to take ownership and accountability from the start of the year.

WHY THIS WORKED

1. Urgency for Action

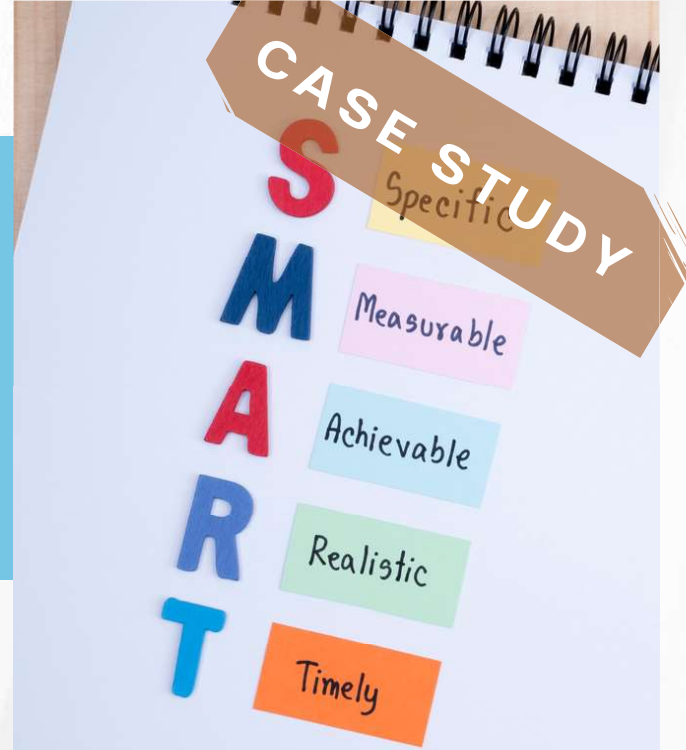
Every person at every level is on the same page about what they will accomplish in the next year and how that serves both the firm and themselves.

2. Awareness of Strengths & Growth

All employees included objectives to grow specific legal skills in at least one or two of their SMART Goals

3. Organizational Awareness

By effectively communicating the firm's Objectives, everyone's activities are focused on the right priorities.



AT A GLANCE OBJECTIVES

- Remote workforce to work towards the same goals.
- Provide all levels of the firm with direction from senior leadership.
- Create efficiencies in systems for growth

BENEFITS

- Employees feel empowered to take ownership of their own goals and contribute to the firm's success.
- Everyone knows exactly how to focus their efforts and how their activity will be rewarded.

CLIENT TAKEAWAY

"Our Founder is a Trailblazer in a lot of ways, because others I know working in small, boutique law firms like ours, it's all the same. And here, it's so cool to have mentorship and our contribution to firm goals, this is cool. I'm excited. It's going to be fun to grow with the firm and the structure of it."

Associate

"I'm really glad this is actually being used as a productive opportunity. I like how you're reframing things for me to reflect on my vision for my career. I think this is a light bulb you turned on for me, you know, it makes sense. So, thank you, Belinda."

Senior Associate

