TaylorWessing

Always Learning

Lawyer development at Taylor Wessing

June – December 2023 | External

Contents

Introduction

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Tomorrow is changing. Do you have the skills to keep up? Do you want to be the architect of your career? Are you seeking a solid foundation of world–class skills and technical training? Do you want to be Always Learning? Then our development programmes are for you. Let us guide you on your development journey, from your first day at the firm, to a time where you are thinking to your future. Ranging from workshops and events, to structured development programmes; we will arm you with the relevant tools to keep in your kitbag on this journey. You will grow your network, learn from a cohort of like-minded ambitious people, and enhance your capabilities, all to set you up for a great career at Taylor Wessing and beyond.

Robin Panrucker
Head of Talent Development

Our mindset

Welcome to the Taylor Wessing Always Learning brochure. This resource provides an introduction to the various learning and development opportunities available to you, as you progress through the firm.

Development for all

Our development sessions support diverse thinking and learning, encouraging our talent to unlock their creative potential and flourish. We want to develop a firm of technically excellent, forward–thinking people who help our clients to thrive and prosper, while also ensuring our people are supported to maximise their potential.

Your opportunity

We expect you to take responsibility for your own development, putting you in the driving seat of your career. With this expectation comes support. We're committed to helping you develop and will always encourage you to push your boundaries to grow your professional capabilities.

In order to do this, you'll have the opportunity to attend key development programmes, short skills sessions, and have mentoring opportunities at each stage of your career. You are also encouraged to take a growth mindset and develop your skill set outside of our structured learning sessions.

Inclusion, coaching and mentoring

Ensuring we are inclusive in the content we deliver is a core factor in the design of our programmes, so we ensure that we collaborate with key members of each of our minority networks.

These networks include:

- **the equaliTW (LGBTQ+) network**
- **the Balance in Business (Gender) network**
- **the Wellbeing network**
- **the Cultural Diversity network**
- **the Social Mobility network.**

By doing this, we're able to provide a variety of topics which support and enable everyone to excel both professionally, and personally.

In addition, we also offer coaching and mentoring programmes, where all individuals have access to mentors and coaches. Our people are able to request a mentor/coach from a certain practice area, professional background, or minority group; whatever they feel would be of most use. We aim to match them with the support that's the right fit for them.

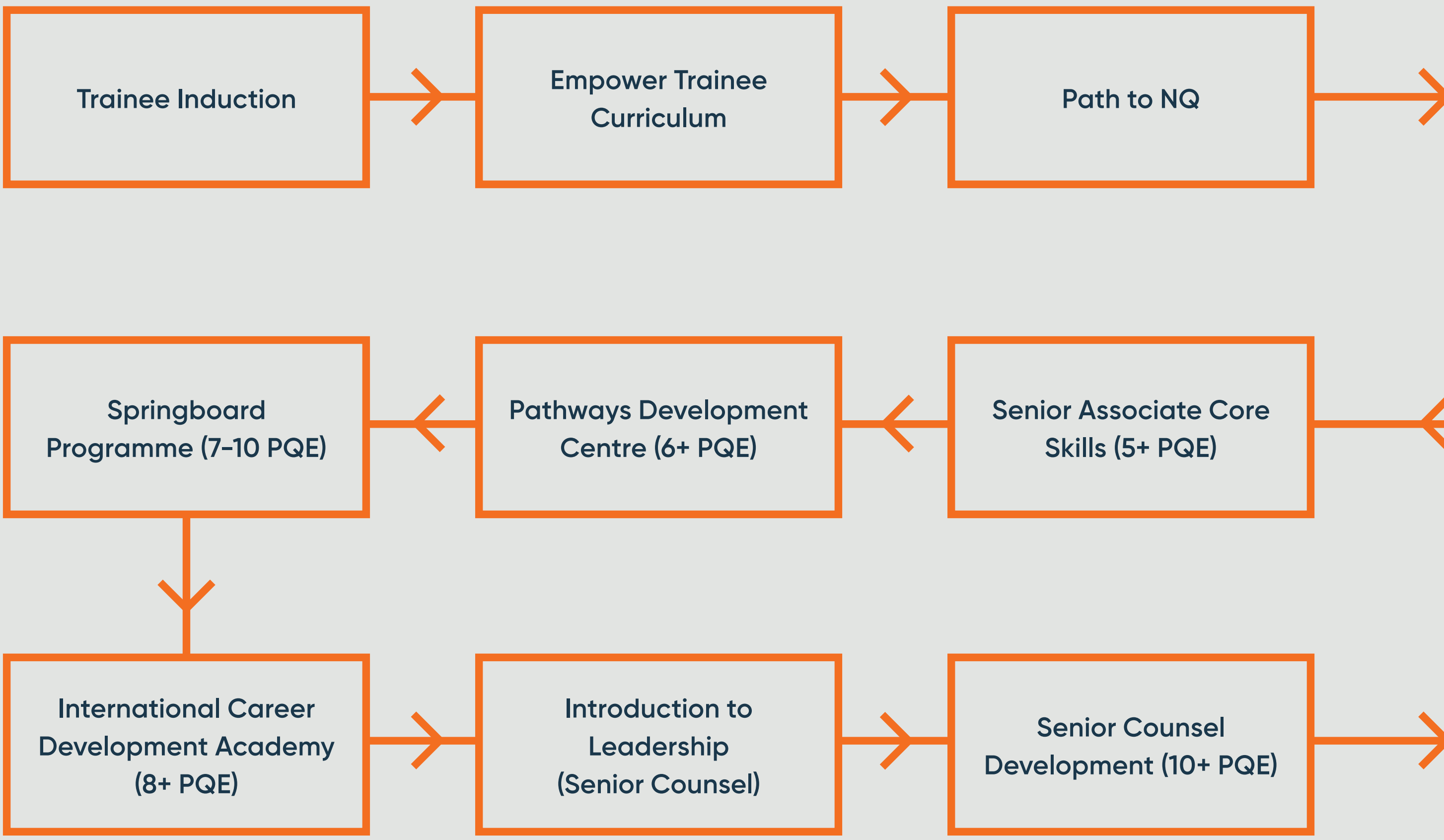
For more information on anything included in this brochure, please speak with a member of the Recruitment team.

Our approach

The below diagram depicts the typical learning journey of a lawyer at our firm. In your first few years of practice, much of your learning focus will be on developing your legal technical capability. Such capabilities will mainly be established via specific practice area inductions, webinars and know-how meetings. However, as you move up the firm, you will find that in order to be a successful lawyer, your role will require you to have a broad range of skills including business management, financial proficiency, cross-selling and pitching skills, being a trusted advisor, and people leadership.

Our development programmes have therefore been structured around these skills, as they form a large part of what it takes to become an outstanding lawyer.

Start



Always Learning – anywhere

We know the workplace is changing, and we're committed to supporting you and your development as we adapt to future ways of working. We have therefore ensured that you are provided with learning opportunities which fit around both in-office and at-home working.

Almost all of our sessions have been designed with a blended approach ensuring everyone has the same learning experience and remains connected, no matter where they are.

Key

Throughout this brochure, the key below demonstrates the learning format options available for each programme.

Classroom (in-person)

Hybrid (in-person and remote options available)

NQ induction

Momentum Coaching Programme (0.5 PQE)

Associate Core Skills (0.5–1 PQE)

Associate Development Programme (1+2 PQE)

Pathway to Senior Associate (3+4 PQE)

International Associates Academy (3+4 PQE)

Partner Development (10+ PQE)

Career Masterclasses (All Partners)

At Taylor Wessing, we pride ourselves on our ability to be responsive to market trends and internal training needs. Programme content is therefore subject to some change.

Digital learning

Much of what we learn, comes from what we absorb in the flow of our day-to-day work. Our approach to learning supports this, and we have curated a digital strategy which drives forward our approach to learning and integrates a blend of in person and digital, for the best experience. As part of our commitment to build a digital learning culture, our focus is on education, engagement and empowerment; we are passionate about increasing digital skills, knowledge and capability across the firm, and we continuously adapt and evolve our strategy to support this.

To support our Always Learning philosophy, we have developed our Always Learning Portal which is our internal learning management system (LMS). Our Always Learning Portal is a curated digital learning platform available to everyone, which includes numerous courses, eLearning and articles covering a range of topics. We also partner with Bookboon, who provide additional resources such as eBooks and audio books, which can be downloaded and reviewed at anytime, anywhere, on any device. So whether on the commute, during a quiet moment, or for objective setting inspiration, there are a host of topics available for you to dip into, at your discretion.

A selection of these include:

- leadership development
- personal productivity and wellbeing
- brand, impact and presentation skills
- navigating a hybrid working environment.

We also offer a range of IT training, support with project roll-out training, and also create supporting content. We are passionate about the potential of digital learning, and our digital learning specialists are on hand to help you explore your digital potential.

By attending our IT training participants will:

- grow their IT skills via our IT Proficiency Programme
- build key skills to successfully use Microsoft Office Suite programmes (Excel, Word, PowerPoint)
- acquire the skills needed to effectively operate our firm-specific programmes and software training.

Paralegal development

Paralegal Academy

When: Every six weeks
Duration: One to two hours

Overview: This programme focuses on personal and professional development, and delivers both interpersonal and technical skills training, equipping paralegals with the key skills to excel in their role.

By the end of this programme, participants will:

- have a better understanding of the interpersonal skills required to be effective within the role, such as emotional intelligence, effective communication and personal resilience
- increase their knowledge and capability of the technical requirements of the paralegal role, working with tools such as DocuSign and Matter Planner, whilst creating data sites for client activity
- have built an understanding of what innovation and legal tech looks like at Taylor Wessing.

Interpersonal workshop example topics include:

- emotional intelligence and communication
- leadership skills
- personal productivity and wellbeing
- design thinking.

Technical workshop example topics include:

- data sites
- DocuSign
- matter management tools
- audit request tools.

Trainee development

New Trainee Induction

When: August (in line with annual trainee intake)
Duration: Two weeks

Overview: This programme is designed to provide our trainees with key topical information, introducing them to how we work at the firm, while encouraging them to explore and build their network.

By the end of this programme, participants will have:

- identified effective working practices and communication skills
- developed an understanding of the firm's writing, drafting and formatting styles
- had an introduction to Legal Research and PR
- built an understanding of what innovation and legal tech looks like at Taylor Wessing
- acquired strategies for performing under pressure and building resilience.

The programme also includes two offsites, one to the Roundhouse (one of our charity partners) for a Responsible Business afternoon, and another for an Innovation day. Trainees will also visit the University of Law to undertake key professional skills training.

Empower Trainee Curriculum

When: Throughout the year
Duration: 45 minutes – one hour

Overview: Empower includes a series of bitesize workshops, webinars, panel sessions and resources, designed to provide the business essentials that equip our trainees for success.

By the end of this programme, participants will have:

- identified personal effectiveness and time management skills
- acquired skills to effectively take instructions and know when (and how!) to ask questions
- increased reading speed with more accuracy
- developed drafting & grammar skills
- built techniques to effectively respond to feedback with emotional intelligence.

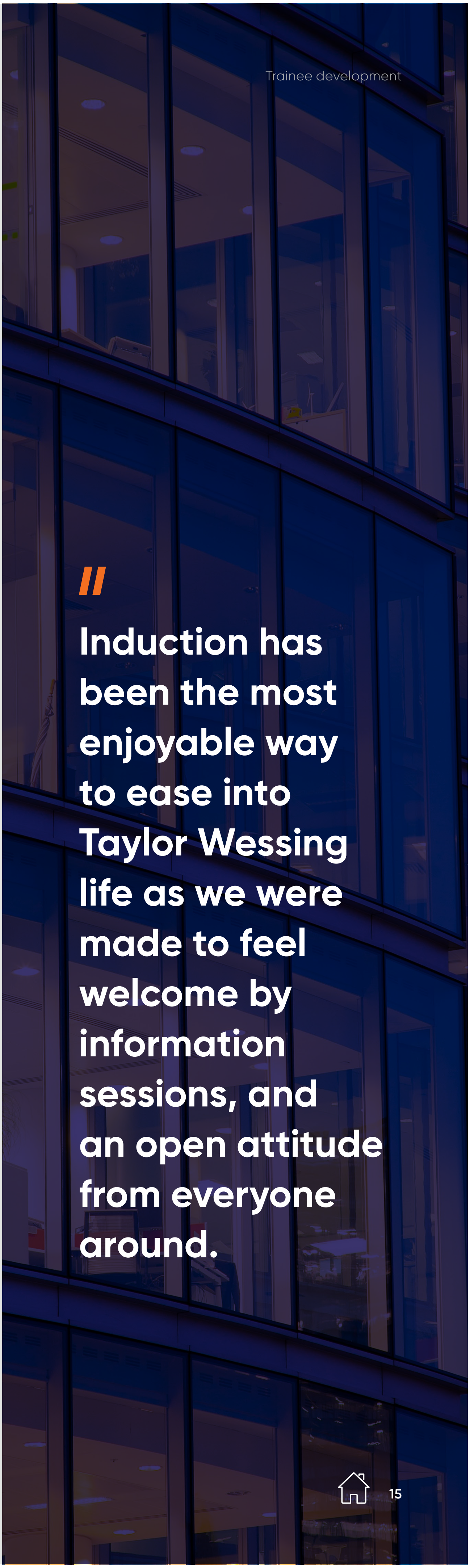
Path to NQ

When: July
Duration: One day

Overview: This programme is designed to equip our trainees with some of the key skills required to support the move to qualified lawyer. Each session has been curated to provide support and insight into what lies ahead, allowing valuable reflection time and an opportunity to ask questions.

By the end of this programme, participants will have:

- gained an insight into NQ life (includes a panel session with a mix of current NQs, associates and partners)
- developed commercial awareness and skills around effective client relationship management
- built feedback and delegation skills
- developed an understanding of law firm finances.



"Induction has been the most enjoyable way to ease into Taylor Wessing life as we were made to feel welcome by information sessions, and an open attitude from everyone around.

NQ associate development

NQ Induction

When: November
Duration: Two half days

Overview: The programme is designed to support the transition from trainee to NQ. It also covers the various technical aspects of training, offered by the practice areas.

By the end of this programme, participants will have:

- identified how to progress their career as a junior associate
- developed an awareness of issues related to financial management
- utilised a psychometric tool to understand themselves and their colleagues more effectively
- learned from asking relevant questions to a selected panel of associates and senior counsel
- acquired skills to manage challenging conversations
- reflected alongside peers and a relevant senior associate on their working patterns in a hybrid world.

Associate Core Skills

When: May
Duration: One day

Overview: This programme is designed to build on induction, and complements the various technical aspects of training offered by the practice areas, to focus on associate's wider development.

By the end of this programme, participants will have:

- discussed what key areas they need to develop over the next two years
- identified innovative tools to enhance legal technique skills, problem-solving and building professional relationships
- developed their skills in time management, prioritisation and the technology which assists this
- analysed the importance of client service excellence at Taylor Wessing.

1–2 PQE associate development

Associate Development Programme

When: June
Duration: One day

Overview: During this programme, associates are encouraged to consider their path to becoming a mid-level associate, with masterclasses in essential critical skills they'll need to progress through the firm.

By the end of this programme, participants will have:

- understood how to build their personal brand and make an impact
- learnt how to build effective client relationships and business development skills
- improved their time management and technical skills
- acquired tools around how to improve negotiation, interpersonal and feedback skills.

3–4 PQE associate development

Path to Senior Associate – Part One

When: October
Duration: Two days (delivered over a two-month period)

Overview: This programme is for our mid-level associates, as they develop their career up to senior associate. Split into two parts, this first part focuses on a number of skill areas, which are relevant for all associates to master as they transition to a more senior role.

During this programme, participants will:

- gain an understanding of what makes a great senior associate within Taylor Wessing
- understand the key components required for a strong candidate business case and the senior associate interview process
- develop their insight into business through a 'Mini MBA Programme', which brings together thought leadership and strategy from some of the world's best business schools.

Path to Senior Associate – Part Two

When: Throughout the year
Duration: 45 minutes – one hour

Overview: As a follow-on from Part one, Part two of the programme offers a series of development clinics and workshops, in a group or one-on-one format, tailored to the specific associate's needs.

During this programme, participants will:

- build presentation and interview skills
- learn strategies to enhance personal impact and brand
- grow people management skills
- improve financial literacy and increase selling skills
- discover how to have better client conversations (including pitching fundamentals)
- acquire the skills needed to effectively build a business case.

International Associates Academy

When: Every 12 months
Duration: One day

Overview: This academy supports our strategy of international integration by enabling associates with similar levels of experience from across the firm's international network to spend time together.

During this programme, participants will:

- develop a common set of skills by gathering input and insight to common competencies among the international population
- grow an international network of colleagues promoting working together
- increase knowledge of how we should be working with our clients and cross-sell business opportunities
- learn how to shift their mindset to think like an international lawyer.

"

The course was excellent. It focused on how to analyse a business from a law firm's point of view; I would definitely recommend attending it, as it really fits in with enabling us to add value and insights.

5+ PQE senior associate development

Senior Associate Core Skills – Part One

When: May
Duration: One day

Overview: Designed to support the mindset shift required during the transition from mid-level to senior associate, this forward-facing programme helps the new senior associates have a vision for their career path at the firm, and how to grow and develop their brand.

By the end of this programme, participants will have:

- gained insight into how to progress their career as a senior associate
- identified what our clients want from commercial advisors
- learned more about building a business case towards promotion
- developed their financial management skills
- built their ability to manage, delegate and give feedback
- reflected on how they are perceived both internally and externally.

Senior Associate Core Skills – Part Two

When: November
Duration: One day

Overview: As a follow-on from Part One, Part Two of the programme offers a series of development clinics and workshops, in a group or one-on-one format.

By the end of this programme, participants will have:

- developed their knowledge of pricing and its wider ramifications
- applied key principles for successful verbal communications
- reviewed their personal brand in relation to their communication style
- applied leadership skills to challenging role-plays
- identified principles that make up an effective client meeting.

Senior Associate Core Skills 2: Prepare For Pathways

When: June
Duration: Two half days

Overview: A programme specifically orientated to prepare senior associates for the Pathways Development Centre.

By the end of this programme, participants will have:

- gained an understanding of how to run an effective pitch
- learned principles to help manage difficult conversations
- learned how to approach developing a client relationship, from the perspective of the information and opportunities available
- recognised the factors that make up a successful business case, identifying their next key steps.

"

It's fantastic how much time and energy the partners, talent and BD teams give to support our development programmes. Their insight is invaluable.

6+ PQE senior associate development

Pathways Development Centre

When: October
Duration: Two days

Overview: This is an accelerator programme for senior associates who have been in the role for a year. Regarded as a 'mini version' of our Partner Assessment Centre, the course provides a space to learn about and practice partner capabilities. Participants receive a personalised post-programme development report, providing them with specific feedback on their current strengths and development needs, to support future development.

By the end of this programme, participants will have:

- run a mock group pitch, receiving timely and considered feedback from relevant stakeholders
- appraised a client case study in a group, receiving immediate partner feedback and suggestions
- used their leadership skills to manage difficult people scenarios, role–played with actors
- critiqued their current business case with the support of a partner
- received a comprehensive feedback report on their current strengths and development areas.

7–10 PQE senior associate development

Springboard

When: Throughout the year
Duration: 60-90 minutes per session

Overview: This programme launched in 2022 and is designed to provide our senior associates and senior counsel with key commercial and business skills development that supports them on their journey to partner or senior counsel. This programme follows the Pathways Development Centre and will incorporate any topics that are identified as development areas for these cohorts. Springboard also supports our strategic approach to collaboration by building a cohort of individuals who are empowered to work more closely together both in the UK, and across our international offices.

Each session is delivered either by one of our internal subject matter experts, or a selected external provider who collaborates with us in content design. Example topics include The Business of Law, Human Centred Leadership, the Power of Storytelling, Conversational Intelligence.

By attending this programme, participants will:

- gain an understanding of the differences between the senior counsel and partner role
- increase insight into the firm as a business
- develop skills around understanding different personalities and how to persuade effectively
- grow presentation and pitching skills, improve business conversations, and understand the power of stories in relation to winning work for the firm
- develop leadership and coaching skills, including how to lead hybrid teams effectively and how to improve business conversations.

Coaching and mentoring is also available to this population.

8+ PQE senior associate development

International Career Development Academy

When: Every 18 months
Duration: Two days

Overview: This academy aims to help the international associates from across the firm to accelerate their development skills and capabilities beyond their technical specialism, while also exploring the expectations of future partners of the firm.

By participating in this programme, attendees will:

- build confidence to grow effective client relationships
- increase knowledge of the profitability of the firm and matter management skills
- grow matter leadership capabilities and explore tips on how to effectively lead local teams
- build strong relationships across the firm to promote a 'one firm' mindset
- explore the opportunities and challenges of working internationally to ensure effective client service
- raise self-awareness of strengths and discover areas for development.

Introduction to leadership – senior counsel

Senior Counsel Development Programme

When: May
Duration: One day

Overview: This programme for our newly promoted senior counsel and senior counsel lateral hires is designed with the following objectives in mind:

- To provide a strategic overview and senior counsel induction to the firm.
- To give attendees insight into legal market trends, what our clients want based on recent market research and equip them with relationship–building skills.
- To explain law firm finances and identify how to deliver a more profitable client service.
- To identify the characteristics of effective leadership in law firms.
- To build a cohort of senior counsel in the firm.

Example topics include:

- what clients want – the legal market and building relationships
- leadership styles and understanding yourself and others
- law firm finances – profitability and pricing.

Senior counsel development programme

Senior Counsel Development Programme

When: Throughout the year
Duration: One hour per session

Overview: This programme provides our senior counsel population with key development sessions/critical skills to either excel within the senior counsel cohort, or consider the transition to partnership. A dynamic programme, content generally changes annually to keep in line with market/internal trends.

However, typical programme objectives include:

- exploring the differences between the partner and senior counsel role
- increasing financial literacy (including how to read management accounts)
- understanding the firm as a business
- building pitching skills
- acquiring persuasion skills and working with different personalities
- growing presentation and pitching skills
- learning coaching skills to be effective people managers, and tips of leading hybrid teams.

Coaching and mentoring is also available to this population.

Trainee supervisor development

The Navigate Programme

When: Every 6 weeks
Duration: One hour per session

Overview: The Navigate Programme is brand new and has been designed for our trainee supervisors, in collaboration with our Early Talent team. It is a dynamic programme which focuses on the people management side of leadership. The content is bespoke and targets specific topics that this cohort feel they need development in.

This programme takes place in six-month cycles in line with the seat inductions, and individual sessions are held every six weeks. The format of each session varies – these could take the form of a peer coaching session, or a more formal skills development session.

Example topics include:

- delegation and feedback
- managing different generations
- people management 101.

Coaching and mentoring is also available to this population.

Partner development

Our partnership receive a variety of different development programmes, all of which are responsive to market, client, and internal demands. The content therefore changes to respond to the needs of the business, however a selection of typical programmes can be found below.

New Partner Induction

When: Every 12 months

Overview: A programme for all new partners joining laterally, or through the internal promotion process. This includes one-to-one coaching sessions, with an external coach.

UK Partner Conference

When: Every 12 months

Overview: A conference where the entire UK partnership comes together to review strategy and priorities, while also welcoming new partners to the firm and recognising our successes.

Leadership Programme

When: January

Overview: This newly developed programme has been designed in collaboration with Cambridge Judge Business School, and equips partners with the fundamentals in effective leadership.

Remote supervision/leading hybrid teams

When: Sessions run upon request

Overview: Group workshops (which can be delivered globally) upskilling participants in effective working practices to successfully manage remote teams.

Pitching Programme

When: Every 12 months

Overview: All partners have the option to attend this programme, which can be delivered globally by external providers, on a range of tips and tricks around effective pitching.

Consultative Selling (Relationship Accelerator Programme)

When: Every six months

Overview: This programme looks at how we can sharpen our sales skills so we can outperform our competitors, develop a vision and strategy to engage with clients, win more business and significantly grow our market share.

Pricing workshops

When: Every six months, or when requested (this can be delivered globally).

Overview: These sessions will focus on (but are not limited to) 'Retaining pricing confidence in challenging times' and 'Having better pricing conversations'.

Media training (including social media)

When: Sessions run upon request

Overview: It is rare for an audience member to recall the full detail of an interview. Generally, they will remember how they felt about the speaker or organisation. This training will look at how to present as a compelling, approachable and knowledgeable expert in a media interview situation.

Career Masterclasses

When: Every 12 months

Overview: These masterclasses look at the direction of your future post-partnership, whether that is as a non-executive director, board member or other avenue.

Mental health workshops

When: Every six months, or when requested (can be delivered globally)

Overview: These sessions look at (but are not limited to) the relationship between pressure, performance and wellbeing, including signs and symptoms to look out for and the importance of identifying personal 'stress signatures' to aid communication and support. They will look at burnout; what it is and what the signs and symptoms are. They also cover how to boost mental health and regain enjoyment as well as resilience to mitigate your risk.

Franklin Covey's 7 Habits of Highly Effective People

When: Every two to three months

Overview: The 7 Habits of Highly Effective People is a proven individual and team effectiveness operating system. Participants develop increased emotional maturity, greater productivity and increased team engagement. They will come away with improved communication and relationship-building skills, and the ability to execute critical priorities with laser-like focus and careful planning.

International partner development

International Partner Conference

When: Every 18 months
Duration: Two days

Overview: This conference brings the entire Taylor Wessing partnership together to learn, lead and develop.

Varying from year to year, programme objectives include:

- building an understanding of the strategic direction of the global firm
- collaborating via individual practice area and/or sector group meetings
- growing awareness via specific sessions regarding key firm agenda topics and strategic direction
- hearing from various keynote speakers on current topical trends.

International New Partner Programme

When: Every 18 months
Duration: One and a half days

Overview: This programme is for all new partners and is led by an external provider who specialises in leadership development. It is run in advance of the partner conference.

With collaboration from internal Taylor Wessing faculty, this programme aims for participants to:

- enhance and promote international connectivity and develop professional relationships
- explore the partners' leadership agenda such as their priorities, team performance and sustainability goals
- encourage the partners to share experiences and best practice from across the firm
- as people managers, equip participants with coaching skills
- share tools and best practice around leading hybrid teams.

Coaching programmes

International Women's Leadership Programme (IWLP)

When: June
Duration: Two day, in-person event in addition to webinars and sessions, over the course of seven months

Overview: This programme supports and challenges our senior women leaders by providing information, tools and techniques to support our women to help them achieve their full potential. It typically involves a blend of webinars and coaching, as well as an in-person programme event.

This programme aims to:

- build leadership capability and succession for leadership roles and opportunities in the future
- encourage our women partners to step forward
- equip our women partners with the tools to address the gender-specific challenges of taking a leadership role in the firm and with clients
- develop a network of peers internationally to build collaboration and foster business opportunities, and facilitate learning from across our geographies and share best practice
- encourage our women partners to be active role models, influencing and informing those around them so that the learning spreads beyond the programme.

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I appreciated the opportunity to meet other women, particularly in the overseas offices.

Elevate Women's Coaching Programme (4-5 PQE)

When: February
Duration: In-person, half-day events and group coaching sessions, over the course of six months

Overview: Based on IWLP feedback where participants stated that they wished they'd been given some of the programmes tools and techniques for overcoming any gender-specific barriers earlier in their career, this programme has been developed to support the firm's high potential 4-5 PQE female talent. It typically involves a blend of peer coaching, as well as in-person programme panels, Q&As and events.

This programme aims to:

- provide participants with practical tools and techniques so that they drive their careers forward
- support the participants in overcoming any gender-specific challenges, in order to achieve their full potential
- offer participants with a network across practice groups that will support and challenge them during the programme and beyond
- create a cohort of women who will pass on their learnings to those they work with and the firm, cultivating a supportive environment for future associates
- create a dedicated space for our female talent to consider options and think strategically about their career.

Coaching programmes

Momentum: NQ Coaching Programme

When: May
Duration: 90-minute coaching sessions, over five months

Overview: Open to all lawyers who are 0.5 PQE, Momentum is a group coaching programme which seeks to provide NQs with the necessary tools to achieve success as they transition from the role of a trainee. Empowering junior associates to take ownership of their career, the coaching is in groups of four to five, building a great internal network for attendees.

By the end of this programme, participants will have:

- acquired skills to help increase confidence
- had the provision of a dedicated space to think strategically about their career development
- identified their next career goals, and how they align with participants wider personal aspirations
- developed legal expertise, in order to deliver exceptional client service.

Additional coaching opportunities

When: As requested
Duration: One-hour coaching sessions (dependant on individual preference)

Overview: There are a number of opportunities in which we provide additional bespoke coaching to support people within the firm.

This can range from supporting junior or less experienced people who take on new managerial or supervisory roles to more experienced managers or leaders who take on additional senior leadership responsibilities.

While the majority of this bespoke coaching can be completed internally, we do occasionally work with external learning partners for more specific coaching requirements.

If you are interested in arranging some coaching, please speak with your manager and/or your Talent Development contacts.

Amplify Coaching Programme

When: Every six months
Duration: Half-day events and group coaching sessions, over the course of six months

Overview: At a time when there is growing awareness of intersectionality, we see an opportunity to bring people from different groups together to benefit from each other insights, share experiences and to tackle the issues that may hamper their progression or make them feel excluded.

This programme adopts a positive approach, focusing on strengths and opportunities, without shying away from seeking solutions to barriers to progression and inclusion. Participation in this programme is by application only.

It is open to all who feel they would benefit from it, but with a particular focus on social mobility, sexual orientation and race and ethnicity.

This programme will help participants to:

- recognise the strengths, skills and qualities they have developed through their personal experiences
- identify and articulate the value they bring to the firm
- develop their personal network
- consider how to take credit and be recognised for their achievements
- develop a plan for their own development using the ASAP coaching model
- feel empowered to pursue opportunities and initiate discussions around their career progression.

Mentoring programmes

The Inspire Mentoring Programme

When: Available all year
Duration: Sessions range between 45 minutes – one hour

Overview: Whether you're looking to build your network, improve your BD skills, or grow your confidence, Inspire will provide you with the tools to maximise your potential, matching you with a mentor who can support you in these areas.

By the end of this programme, participants will:

- have expanded their internal networks
- have identified different perspectives and received valuable insight from someone sharing their own experience, knowledge, skills, values and perspectives
- have improved confidence through building self-awareness.

Cultural Diversity Reciprocal Mentoring Programme

When: Each spring
Duration: One hour

Overview: Hosted by the Cultural Diversity network, the Reciprocal Mentoring Programme aims to bring together people from all kinds of backgrounds. As a firm we want to celebrate individual differences, and participants benefit from hearing about how their individual characteristics and circumstances have affected their lives to date. To give them a steer, participants are also given a guide on what they might like to discuss in each session.

By the end of this programme, participants will:

- have been given the opportunity to strengthen their internal network
- have shared experiences in confidence
- have gained an increased understanding of how being part of a minority community can affect a person's life and professional experience.

Integrated learning solutions

As well as our official development programmes outlined earlier in this brochure, we also offer various additional learning solutions, outlined below, which you will find integrated within many of the core programmes which you attend. These are delivered by Taylor Wessing staff who have achieved formal accreditation in each of these respective courses, and the learning outcomes which they offer will supplement those offered by other areas of programme content.

Lumina Spark

Overview: Lumina Spark is a psychometric assessment tool which reveals your whole personality, providing a unique portrait of who you really are inside and outside of your working environment. The Lumina Spark workshop lasts approximately two hours, and aims to increase self-awareness and reveal hidden potential whilst exploring mechanisms for coping better under pressure. During these sessions, you will discover practical solutions and activities for improved communication, teamwork and collaboration.

LEGO® Serious Play®

Overview: The LEGO® Serious Play® method (LSP) is a facilitated thinking, communication and problem-solving technique for use with organisations, teams and individuals. It draws on extensive research from the fields of business, organisational development, psychology and learning, and is based on the concept of 'hand knowledge'. LSP sessions will provide an engaging, hands-on environment in which the activities target the development of skills such as storytelling, public speaking, strategy development and collaboration, among others.

FranklinCovey

Overview: FranklinCovey specialise in performance improvement. Their learning courses help organisations and individuals achieve results that require a change in human behaviour. FranklinCovey's expertise lies in seven main areas: leadership, execution, productivity, trust, sales performance, client loyalty, and education. At Taylor Wessing, we are currently focusing on three core FranklinCovey modules: 7 Habits of Highly Effective People (foundation level), 6 Critical Practices for Leading a Team (new-to-role supervisors and managers), and 4 Essential Roles of Leadership (senior leaders).

Our values

Our values are at the heart of everything we do. They define who we are and guide our actions and behaviour, not just for our clients but for our communities.

Excellence

Excellence is everything; we never compromise on it or settle for less. We set high expectations of our people around commercial decision making and client service, which enables us to invest in their future. This makes us an exceptional firm to work for and with.

Creative

We challenge ourselves to find the best solutions to legal and business issues. We're self-starters, are always questioning, innovating and learning. Our curiosity, passion and insight drive us to find new ideas and inspire others to achieve them.

Team

We're not just colleagues, we're a community. We empower others and work together to achieve our shared goals for the long-term success of our business. We recognise each other's achievements. We support and motivate.

Responsible

We have a positive, uplifting impact on our clients, our sectors, our society and our environment. We think and act sustainably.

Integrity

We believe in doing the right thing and take pride in the work we produce. We are open and honest, building trusting relationships with clients and colleagues by doing what we say.

Respect

We embrace individuality; we understand it and appreciate it. We bring diverse teams together to create an impact in an inclusive and meaningful way.

Thank you

Please contact us with any questions at:
talentdevelopment@taylorwessing.com

2000+ people
1100+ lawyers
300+ partners
29 offices
17 jurisdictions

Austria	Klagenfurt | Vienna
Belgium	Brussels
China	Beijing | Hong Kong | Shanghai
Czech Republic	Brno | Prague
France	Paris
Germany	Berlin | Düsseldorf | Frankfurt | Hamburg | Munich
Hungary	Budapest
Netherlands	Amsterdam | Eindhoven
Poland	Warsaw
Republic of Ireland	Dublin
Slovakia	Bratislava
South Korea	Seoul*
UAE	Dubai
Ukraine	Kyiv
United Kingdom	Cambridge | Liverpool | London | London TechFocus
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