

In-house Case Study: Appraisal Training for Partners

Fast Facts

Objectives

Develop a structured approach to firm appraisals.

Course

Central Law Training In-house designed a three hour advanced appraisals course for all 50 partners at the firm.

Outcomes achieved

A clear format for conducting appraisals to be implemented firm-wide ensuring quality and consistency and contributing to a healthier organisational climate with greater profitability.

Testimonials for Central Law Training

"Practical, clear and interactive."

Summary

Challenge

A regional Top 75 UK law firm, requiring advanced in-depth appraisal training for its partners. The firm wanted to improve the way partners delivered appraisals and also put a structure in place that everyone could follow to ensure consistency throughout the firm.

Solution

Central Law Training's In-house team worked closely with the senior partner and HR director of the firm and with Stella Pantelides, an experienced senior leader and non-executive director, to create a tailored three hour advanced training session.

It was important to the firm that the proposed presenter would gel with the partners and discussions were arranged via video conference before the session thus ensuring it was tailored to their exact requirements. The course was designed to concentrate on three key areas: star performer; poor performer, with a focus on how to give negative feedback and performer who needs to be motivated and challenged more in order to be kept on board.

Benefits and Results

It was apparent that there was a lack of structure around appraisals. The course focused on putting a procedure in place that would provide partners with clear direction, enhancing quality and consistency. Partners were given practical advice to support them in implementing a rigorous performance management system to ultimately increase profitability. Having the content outlined beforehand ensured that effective results were achieved.

We can do the same for you. Call our dedicated bespoke, in-house training team on +44(0)121 362 7707 to discuss your training needs.

Why Central Law Training In-house?

Simply, because we deliver the most topical, relevant and tailored courses to ensure your staff are ahead of their game.

We have access to an unprecedented number of highly experienced legal experts and skills and management training professionals.

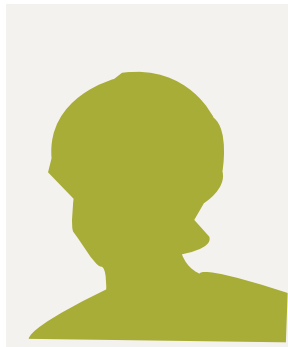
When delivering training at your premises, our dedicated team will work with you to source exactly the right speaker.

Benefits of In-house Training

Course content can be taken from our off-the-shelf courses, webinars or conferences | We design and develop new training courses tailored to your requirements | You choose when and where the training will take place | We offer visits at your offices free of charge to discuss your training requirements | Course materials are developed and tailored to meet your exact business needs | Employees are provided with a valuable opportunity to share ideas and interact with each other | You can choose which speaker delivers your training, as well as the teaching methods used | Employee travel and accommodation costs are eradicated.

Whether you choose our off-the-shelf legal CPD courses from our public course programme or require a tailored course designed and developed for you and our colleagues, we are the training partner for you.

Central Law Training In-house can provide world class training within your organisation which will make a difference to the management of risks and to attaining your desired business objectives.



In the spotlight

Stella Pantelides is an experienced senior leader and non-executive director with extensive commercial and human resources experience which spans the financial and professional services sectors and more recently, the public sector. She combines a non-executive/advisory portfolio with the running of a successful consulting business. Stella was previously Global Human Resources Director for a magic circle firm.

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