



WSG 2017 European Regional Meeting

04 - 05 MAY 2017 | EDINBURGH, SCOTLAND



SHEPHERD+ WEDDERBURN



#WSGevents2017

Responding to Inter-Generational Differences, Changing Clients and a Changing Workforce

PANEL DISCUSSION | 09:00 – 10:00

Moderator:

Stefan Erhag - Partner, *Delphi*

Panelists:

Gary Assim - Partner, *Shoosmiths LLP*

Martin Brodey - Managing Partner, *DORDA*

Sylvie Dubois - Managing Partner, *ALTIUS/Tiberghien*

Francesco Gianni - Founding Partner, *Gianni, Origoni, Grippo, Cappelli & Partners*

WSG European meeting

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Delphi

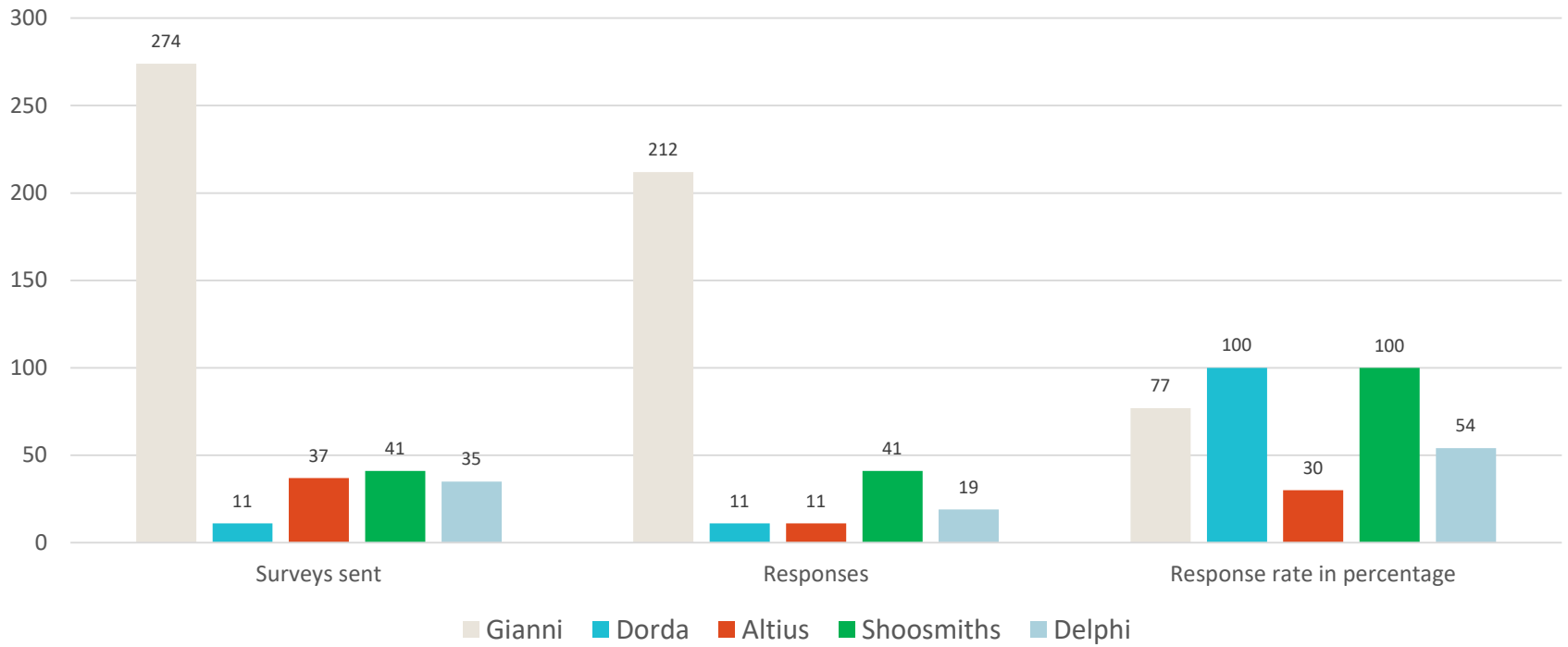
ALTIUS
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&
GIANNI·ORIGONI
GRIPPO·CAPPELLI
PARTNERS

D O R D A

Individual firm results

Individual firm results

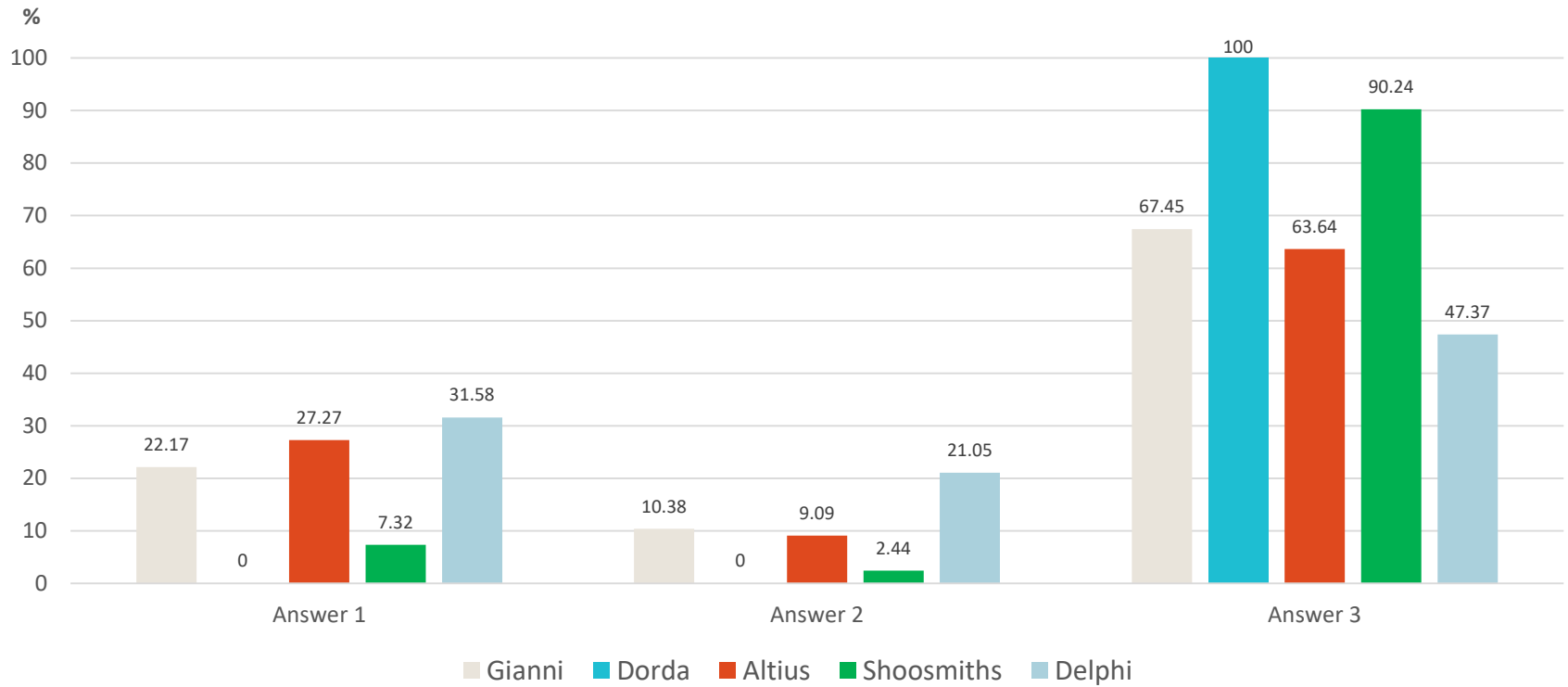


What career expectation do you have from your firm?

Answer 1. Advance your career for long-term professional opportunity elsewhere within the industry.

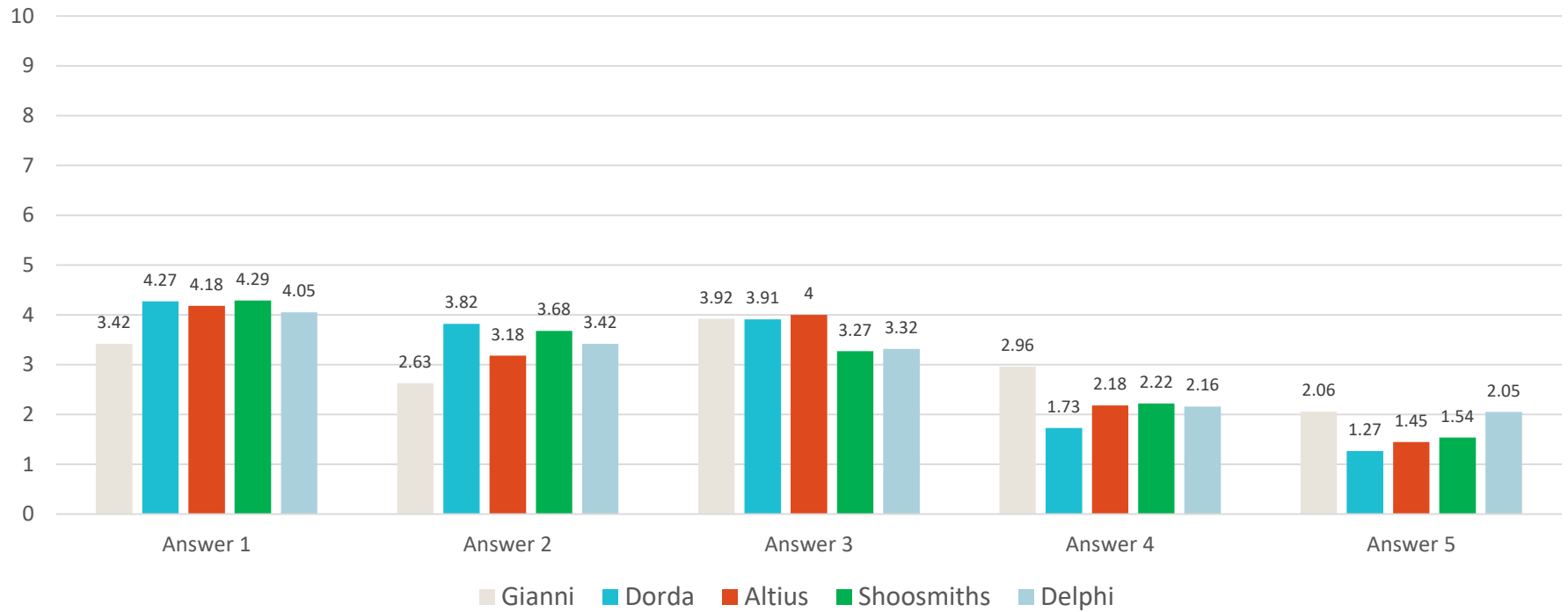
Answer 2. Advance our career for long-term professional opportunity in a different industry.

Answer 3. Build a career at this firm.



What do you like most about your job?

- Answer 1. People
- Answer 2. Office culture
- Answer 3. Complexity of work and tasks performed
- Answer 4. Firm objectives
- Answer 5. Corporate social responsibility projects and objectives



What do you dislike most about your job?

Answer 1. Expectation of work hours present in office, as opposed to value of work productivity

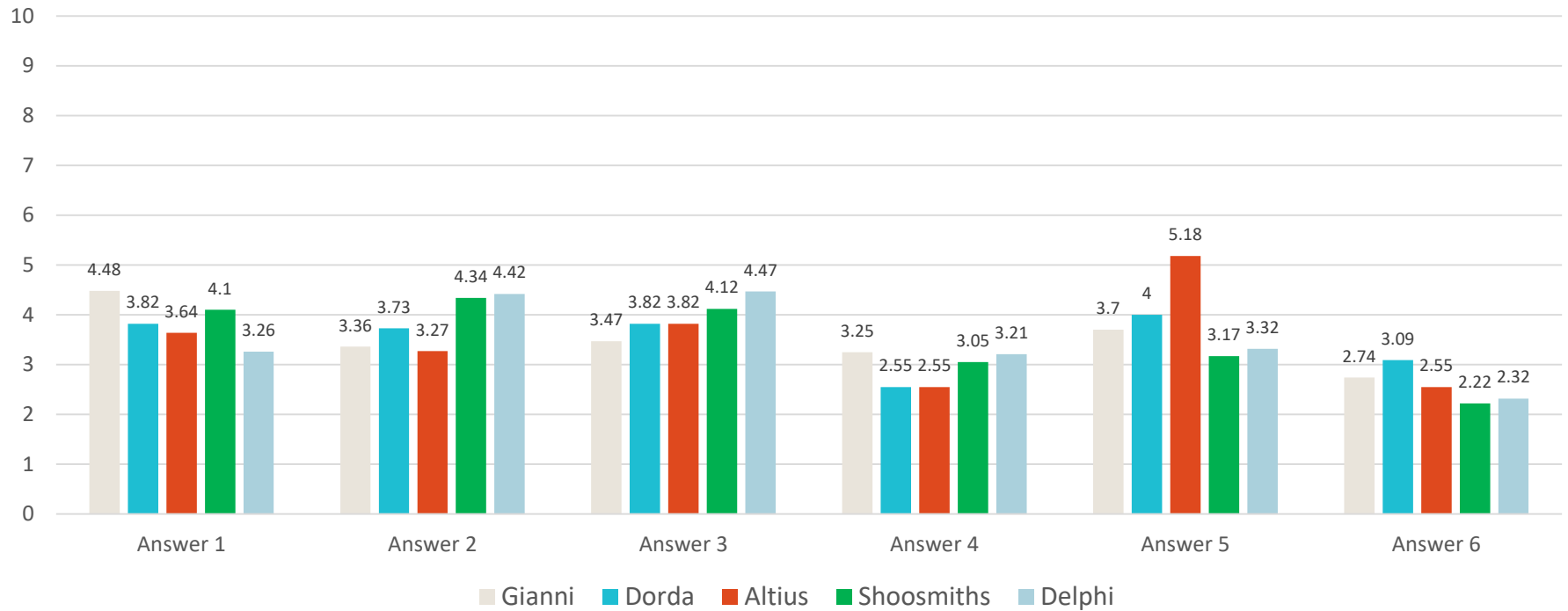
Answer 2. Billable hour targets

Answer 3. Billable hour structure

Answer 4. Lack of training with the expectation of responsibility

Answer 5. Internal firm communication of decisions, expectations and results

Answer 6. Limited opportunities for professional leadership/participation



Rank the priorities for your professional career

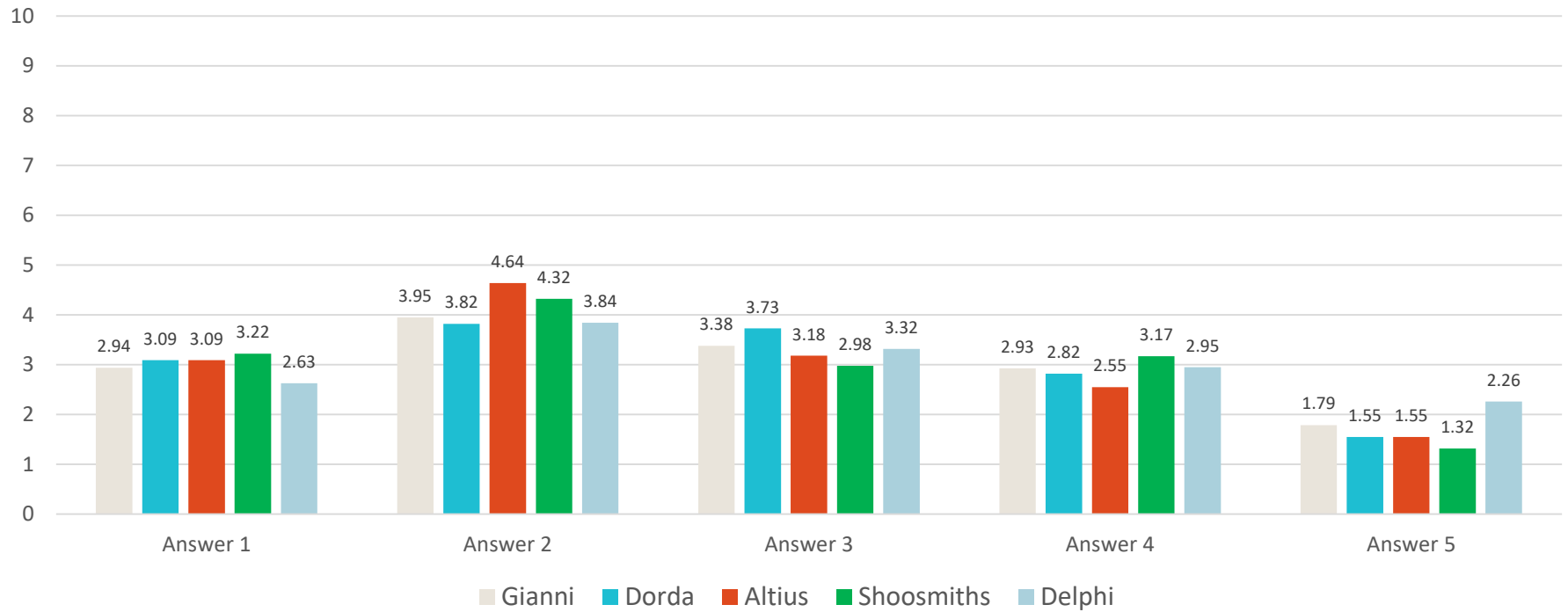
Answer 1. Build wealth

Answer 2. Have a career that offers work life balance

Answer 3. Professional leadership opportunities

Answer 4. Senior position in a leading firm

Answer 5. Participation in corporate social responsibility



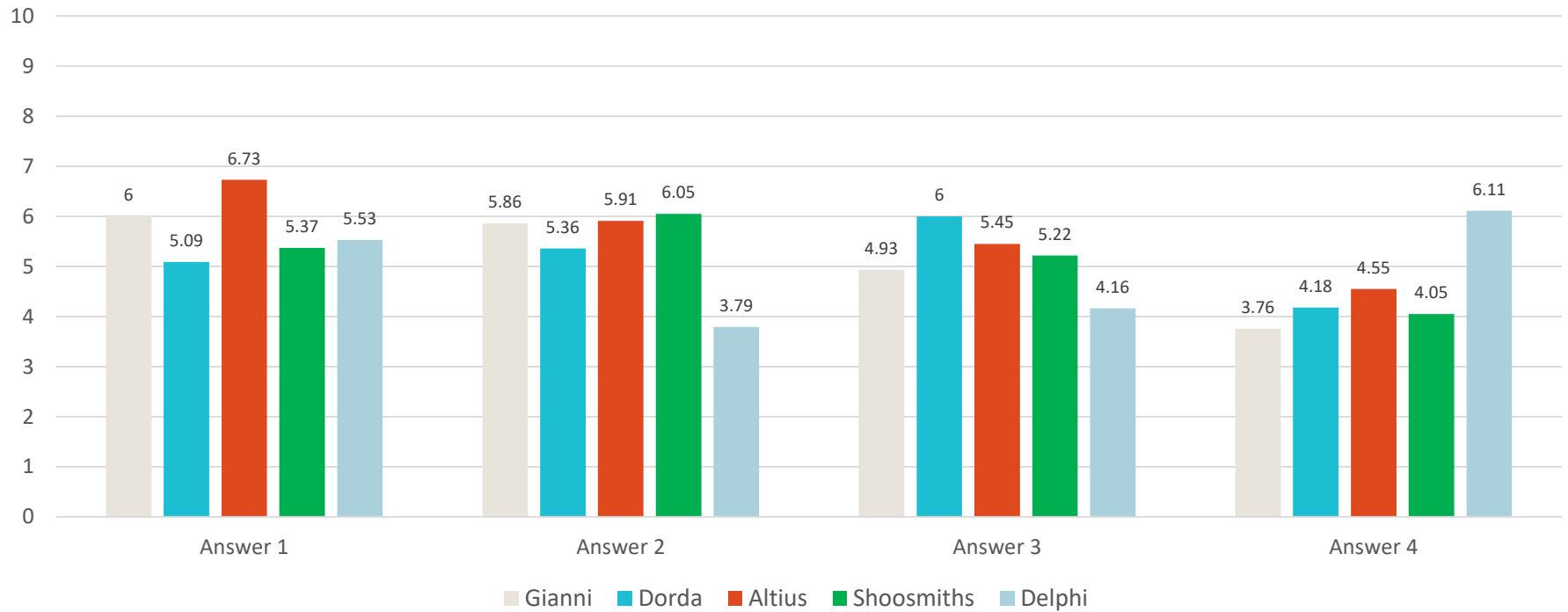
What advances would you like to see implemented or further explored in your firm?

Answer 1. A clear path of career development – Mentor Program

Answer 2. Flextime considerations

Answer 3. Home office considerations

Answer 4. Zero Jerk Policy (i.e. zero tolerance for unpleasant people)

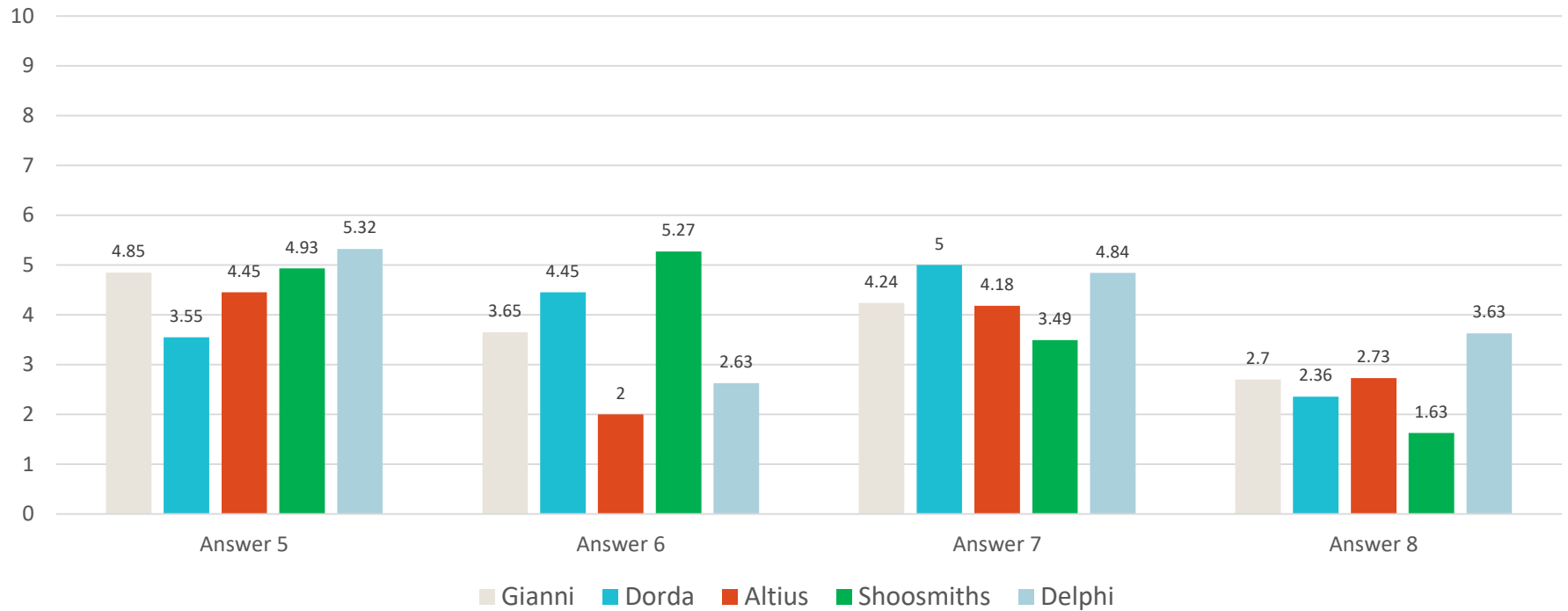


Answer 5. Increased collaboration among team members and throughout all levels of the firm

Answer 6. Increased use of technology within the firm

Answer 7. A more inclusive participation of younger professionals in firm involvement

Answer 8. Intentional focus on corporate social responsibility inclusive of community service, pro bono, and socially responsible clients





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