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It is my pleasure to invite you to participate to Iberian Lawyer's Online session to discuss: "Performance management: Developing successful lawyers. What are the key elements?" in collaboration with Esprima Consulting on **Tuesday 18<sup>st</sup> March**, 14.30 – 15.30 h. (GMT+1).

## **BACKGROUND**

It has long been said that being technically excellent is a 'given' for lawyers, and that there are other key skills and aptitudes that will make some more successful than others – that will create a degree of differentiation which is key in a competitive market. But what are those skills and aptitudes? How do we recognise them? And how can we develop them?

Among others, participants will discuss the following issues:

1. What are the key personal skills required to make an impact and develop a successful career as a lawyer?
2. How do clients perceive lawyers with strong personal aptitudes? Is that added value?
3. How do these elements fit into the target-setting and reward mechanisms currently used by firms?
4. How are lawyers encouraged and supported in developing these skills?
5. To what extent are these factors taken into account when assessing suitability for promotion and, in particular, in the identification of potential partners?
6. Are these skills "nature or nurture" To what extent does the recruitment process in law firms take into account these vital non-technical factors?

## **TO REGISTER**

If you are interested in joining us to contribute to the debate with your experience and learn about the market trends, then please **complete the registration form** (link below) before March 13<sup>th</sup>, to reserve up to two places per firm with only one administration fee (75 € + vat). **"SAE members free of charge"**

Please download the **registration form** and see more information [here](#). To reserve your place please send an email to [Ruth.buenaposada@iberianlegalgroup.com](mailto:Ruth.buenaposada@iberianlegalgroup.com)

More information about In-House Club (<http://www.iberianlawyer.com/index.php/in-house/in-house-club>)

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