

PANEL: THE NEXT GENERATION OF LNA

# SUMMARY AND INSIGHTS OF NEXT WAVE QUESTIONNAIRE

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## 4TH GLOBAL MEETING LEGAL NETLINK ALLIANCE

LINKING VALUES



18TH - 21ST  
JUNE

CHICAGO, Illinois



SOFITEL CHICAGO  
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# ABOUT THE SURVEY

The Next Wave survey was available for **anonymous** completion from **December 2024 through mid-January 2025**, targeting legal professionals in the **EU under the age of 40** with **less than 15 years of practice**.

Designed to **better understand** its members, the survey gathered **perspectives on career journeys**, legal practice experiences, and involvement in LNA programs.

This presentation provides some **relevant high lights**.

## SOME TECHNICAL INFORMATION

- 97 people took the questionnaire;
- Participants ranged in age from 23 to 39, with experience levels spanning from under 1 year to nearly 14 years;
- Notably, 55% began their legal careers at their current firm.

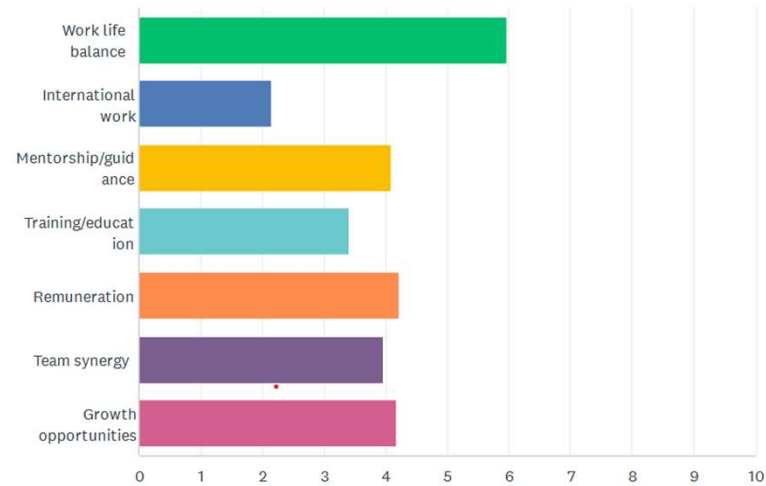


23-29 years: 40%

30-35 years: 45%

36-39 years: 15%

# THE IDEAL WORKPLACE ACCORDING TO YOUNG LAWYERS



	1	2	3	4	5	6	7	TOTAL	SCORE
Work life balance	65.38% 51	8.97% 7	3.85% 3	12.82% 10	1.28% 1	2.56% 2	5.13% 4	78	5.96
International work	1.28% 1	2.56% 2	3.85% 3	7.69% 6	17.95% 14	20.51% 16	46.15% 36	78	2.15
Mentorship/guidance	6.41% 5	25.64% 20	12.82% 10	16.67% 13	12.82% 10	16.67% 13	8.97% 7	78	4.10
Training/education	2.56% 2	11.54% 9	19.23% 15	7.69% 6	24.36% 19	20.51% 16	14.10% 11	78	3.42
Remuneration	6.41% 5	19.23% 15	25.64% 20	16.67% 13	11.54% 9	11.54% 9	8.97% 7	78	4.22
Team synergy	2.56% 2	19.23% 15	20.51% 16	21.79% 17	12.82% 10	12.82% 10	10.26% 8	78	3.97
Growth opportunities	15.38% 12	12.82% 10	14.10% 11	16.67% 13	19.23% 15	15.38% 12	6.41% 5	78	4.17

# WHAT MOTIVATED YOUR DECISION TO JOIN YOUR CURRENT FIRM

## Quotes:

*"The **team** of the law firm"*

*"I wanted to work with and learn from my boss, who is **well-known** in the legal profession"*

*"The size of the firm provides me with the **opportunity – and responsibility** – as a young lawyer to take on **significant duties** and voice my preferences, both positive and constructive. It also affords me the chance to contribute to meaningful change within the organization."*

*"What I valued the most when I first joined this firm was its very **horizontal structure**. I believe this setup allows me to learn a great deal, as I often get to work directly with the partners on various tasks."*

*"A prospect of good **work life** balance."*

*"Firm **reputation**"*

*"The **integrity and highly professional** appearance at the market"*

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# WHAT YOUNG LAWYERS VALUE MOST IN THEIR PROFESSIONAL ROLES

## Quotes:

*What I currently value most is that as a young lawyer I have the **opportunity** to participate in many areas of the firm's activities. This allows me to **expand my knowledge** in many fields."*

*"The **relationship with my colleagues**"*

*"The **experience and guidance** I'm getting"*

*"The positive interaction with the team and the opportunities to continue **acquiring professional know-how**"*

*"The **freedom** to grow"*

*"**Trust** to handle high level complex mandates"*

*"The **growth opportunity** in a mid size lawfirm as well as the **guidance** by my partner."*

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# KEY REASONS FOR CHANGING LAW FIRMS

A majority of respondents have changed firms at least once, with some having done so up to five times.

The most common reasons include seeking:

- *professional growth*
- *better financial terms*
- *a more supportive and work environment*
- *improved work-life balance*

## Quotes:

*"I might consider changing law firms for a couple of key reasons. Firstly, I'm looking for **better working conditions**, which means finding a place with a **better work-life**, a higher **salary**, and more **flexibility** in my schedule, including the possibility of **working remotely**...."*

*"The reasons that led me to change my job have been the pursuit of my **professional growth**."*

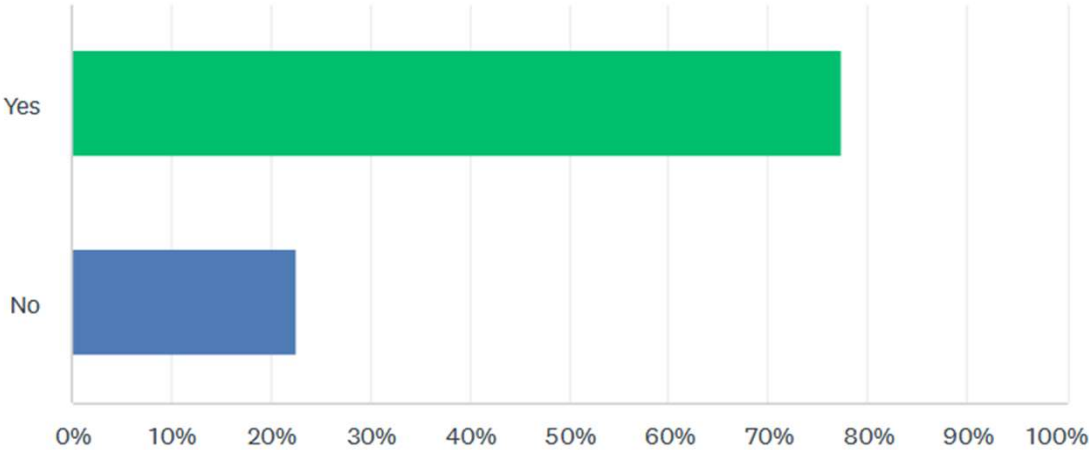
*"Lack of independence, lack of humanity"*

*"No opportunity to grow and further develop, and financial reasons."*

*"time limited contract"*

- No changes: 25%
- 1 change: 30%
- 2 changes: 20%

# BECOMING AN EQUITY PARTNER



ANSWER CHOICES	RESPONSES
Yes	77.33%
No	22.67%



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## YOUNG LAWYERS' PERSPECTIVES ON KEY CRITERIA FOR PARTNERSHIP

- Business development and client generation
- Leadership and management skills
- Legal expertise
- Interpersonal and communication skills
- Commitment, loyalty and dedication

### Quotes:

*"Ambition and ability"*

*"Dedication, consistency, integrity, experience."*

*"Resilience, ambition, knowledge, network."*

*"Entrepreneurial mindset, strong internal drive to succeed, being positive always."*

*"Experience, knowledge, organizational skills"*

*"To be a **hard working** person that **understands the business and the law**, brings in clients and brings in enough **money** to have a **responsibility** for a team that can create value."*



# SUPPORTING AMBITION: WHAT YOUNG LAWYERS NEED FROM LNA

The responses highlighted the following key benefits:

- **Learning from the best:** mentorship and guidance by experienced lawyers
- **Stronger together:** opportunities to connect across LNA member firms
- **Smart Sharing:** A Platform for Legal Knowledge and Innovation
- **International Impact:** Teaming up on international cases
- **Expertise Elevation:** Developing skills through training, seminars, and workshops.

## Quotes:

*"Providing **mentorship**, opportunity to work on projects with other **international colleagues**, organize **meetings**."*

*"**Sharing experiences**, career **support**, **knowledge** of abroad markets"*

*"Enabling you to **gain additional experience** in cross-border matters, providing a basis for starting your own business."*

*"They can help me to **connect** with experienced lawyers who can provide **guidance, feedback, and support**. [...]"*

*"LNA can support me by hosting webinars where professional **guidance** and **mentorship** is provided for candidate attorneys. Additionally, LNA knowledge sharing can support by providing a **platform** for with other members of the network."*

THANK YOU!

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