



Talent Tightrope: Balancing Performance & Experiences

Today's professionals will hold 12 different jobs in their lifetime. The old model of lifelong loyalty is gone.

How do we attract, secure, and inspire individuals who will set our firms' direction?

 **by G. T. "Toby" Stansell**

The Uncomfortable Truth About Modern Talent

12

Average Jobs

Today's professionals will hold 12 different jobs in their lifetime.

<4

Years Per Job

Average tenure is less than four years at any organization.

77%

Partnership Goal

Young lawyers who want to become equity partners.





Our Roadmap: The Four Pillars of Talent Strategy

The Revolving Door

Data-informed diagnosis of why our best young attorneys are leaving.

The Growth Imperative

Leveraging mentorship and unique international opportunities to build careers worth staying for.

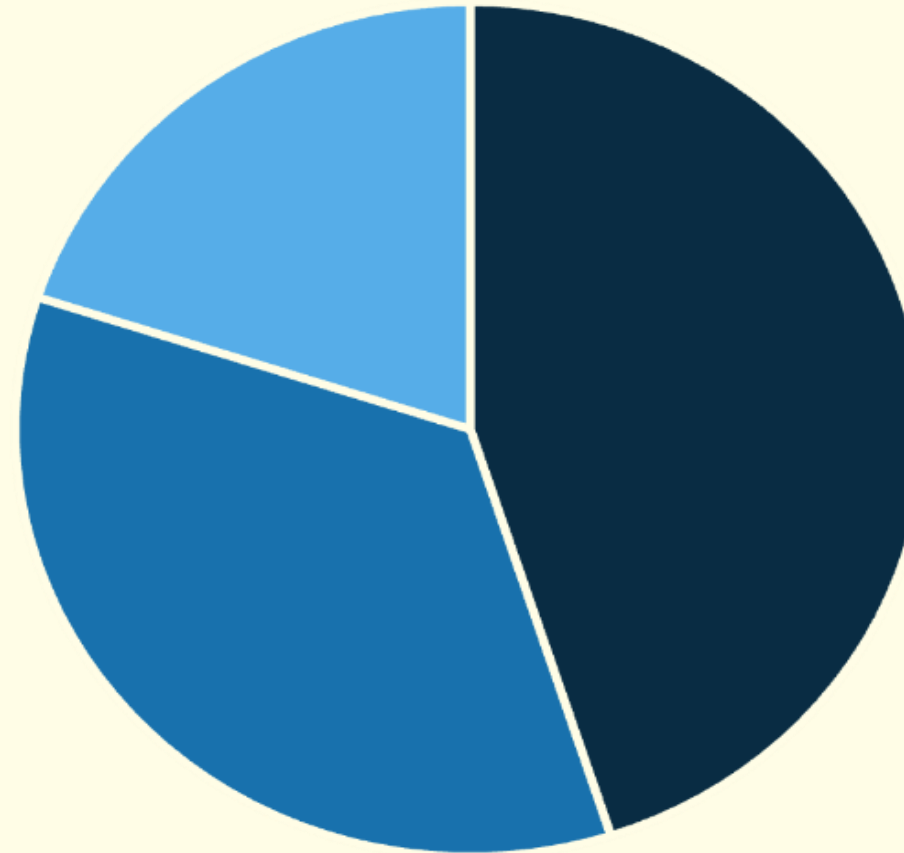
The New 'Total Reward'

Understanding what millennial and Gen Z lawyers truly value and how to build a workplace they won't want to leave.

The Partnership Path

Aligning ambition with opportunity to create the ultimate retention lever.

1. The Revolving Door: Why They Leave



■ Professional Growth

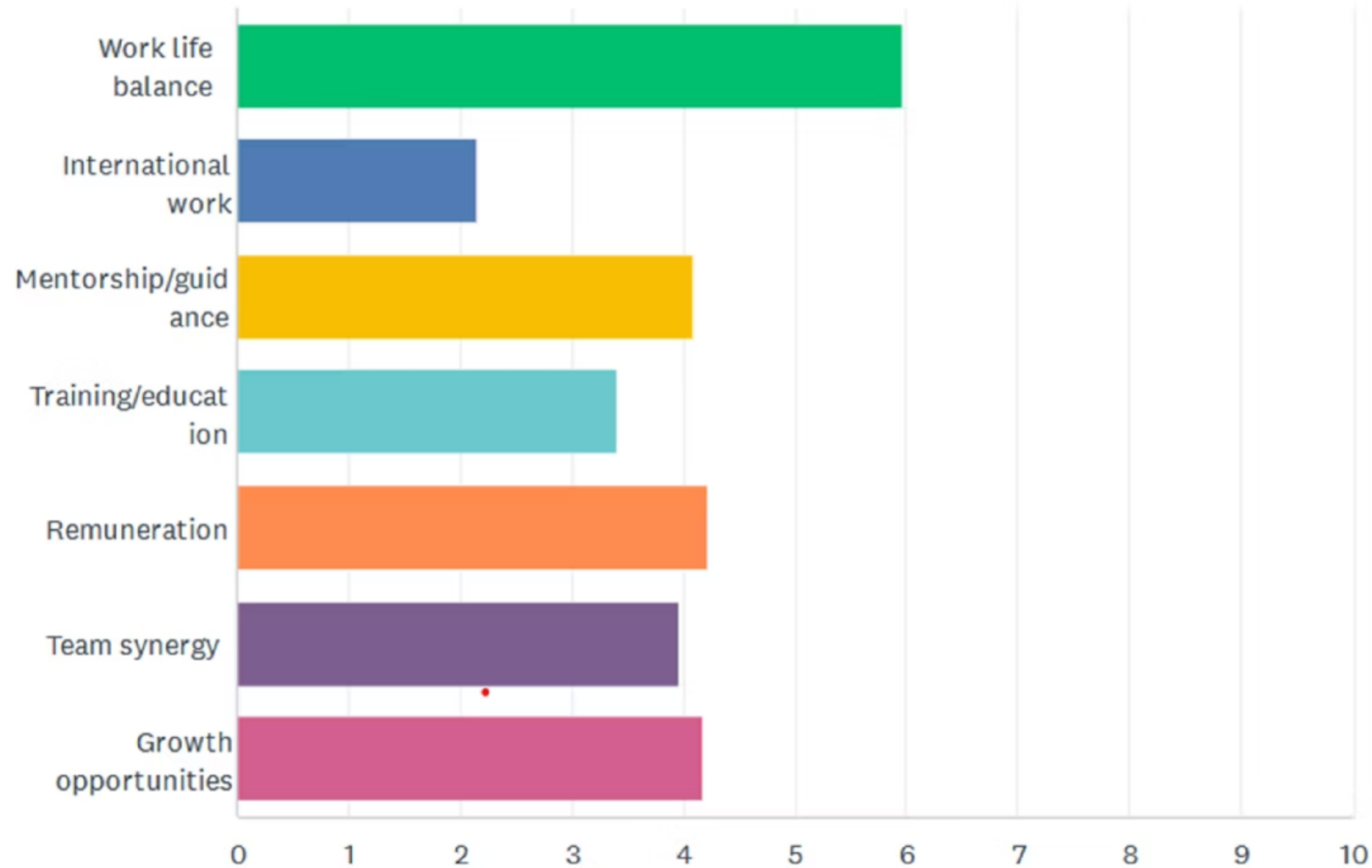
■ Financial Improvement

■ Work-Life Balance & Culture

Mobility is the Norm: 55% of respondents started their legal careers at a different firm. Only a quarter have never changed firms.

Conclusion: While money matters, attorneys are not just leaving for a better paycheck. They are leaving for a bigger future. They are actively seeking environments that invest in their holistic development.

2. The New 'Total Reward': What They Value



What They Value Expanded...



Work-Life Balance

This is not a nice-to-have; it's their top priority.
Tangible policies, flexible hours, remote work options, burnout prevention.



Growth Opportunities

Young lawyers want a clear path for advancement and professional development.



Fair Remuneration

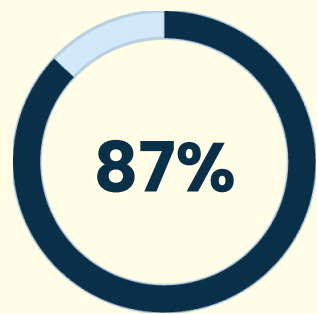
Fair, transparent compensation and clear bonus systems. They value fairness, transparency, and clarity almost as much as comp values!



Team Synergy & Culture

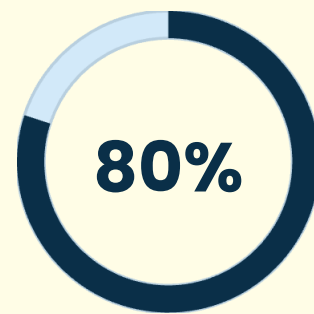
Actively seeking a positive, collaborative, and non-toxic work environment. They want to be part of a supportive community.

3. The Growth Imperative: Building Careers Through Mentorship & Global Opportunities



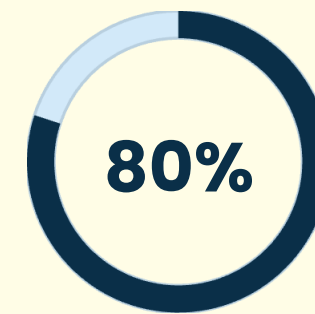
International Interest

Young lawyers interested in working abroad.



Long-Term Assignments

Prefer assignments of several months.



Global Collaboration

Eager to work with international colleagues.

Formalized Secondment Program

Structured exchanges with clear terms on duration, costs, and work continuity.

By offering these high-impact, career-defining experiences, you're providing a global career path that's difficult to walk away from.

4. The Partnership Path: Harnessing Ambition



77% of young lawyers want to become equity partners. They're not job-hoppers by nature, but opportunity-seekers willing to commit when they see a viable future.

Your Action Plan for Tomorrow



Diagnose Your Leaks

Understand that top talent leaves primarily for **growth** opportunities.



Build Holistic Value

Redefine 'reward' to include a positive culture, work-life balance, and unique opportunities.



Leverage Your Global Advantage

Use international experiences and structured mentorship as key differentiators.



Make Partnership a Journey, Not a Mystery

Create a transparent, achievable path to leadership.

