
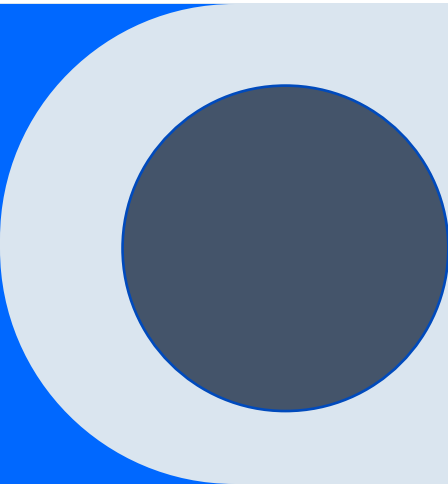




The Innovative Mindset – Tools for Creative Legal Leaders to Attract and Retain Legal Talent

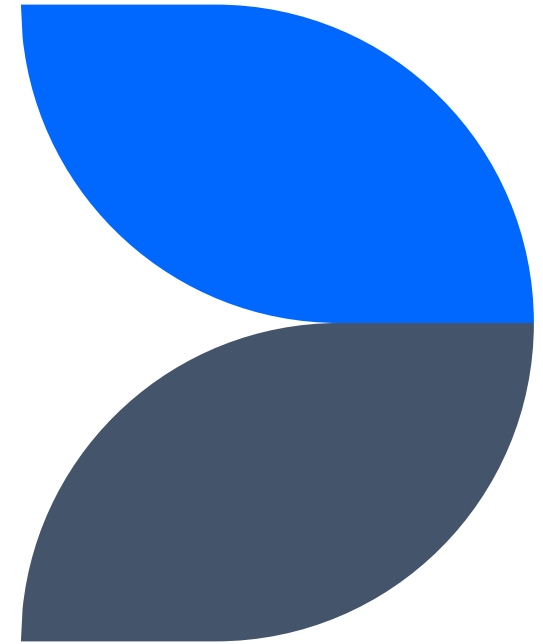


SOLID Chicago
Beth Solomon
SVP, Deputy General Counsel
Pathward, N.A.*

*Remarks are my own and not those of Pathward, N.A.


Survey

Does your legal talent plan to leave in the next five years?



For legal talent, the highest attrition risk during the next five years is...

Deloitte 2023 Legal Talent Survey

All Legal Talent  **Attrition Risk**

Over 50% plan to change employers in the next five years

Senior Lawyers  **Highest Attrition Risk**

Almost 90% plan to look elsewhere in the next five years



**What does evidence
show that legal
talent wants?**

CCHIRPS



Deloitte 2023 Legal Talent Study

Compensation

Collaboration

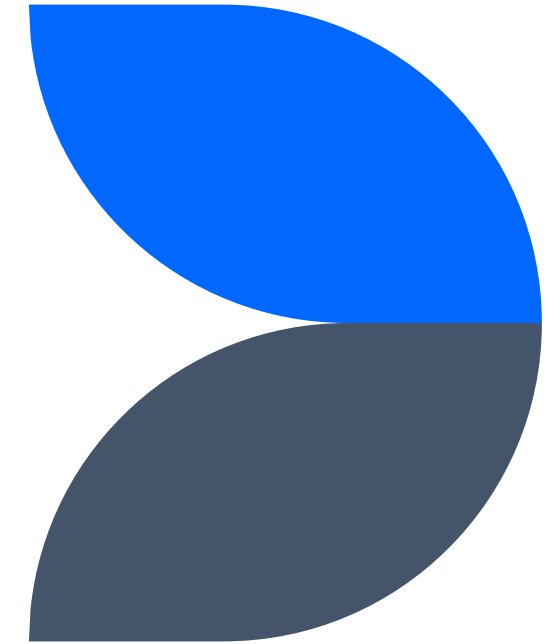
Hierarchy (Less)

Innovative
Environment

Remote Work

+ Purpose Alignment

+ Soft-Skills Coaching



What does legal talent want?

Future-Proof Your Department

Tips to Retain Legal Talent

Employees Value **Purpose**

2021 McKinsey Study

Help Your Employees Find Purpose or Watch Them Leave

- 89% employees value purpose
- **63% employees want employer to provide more opportunities for purpose in day-to-day work**
- 2/3 employees reconsidering work type post-COVID-19

How to give purpose to legal talent?

**Connect work to
purpose**

Offer meaningful
work

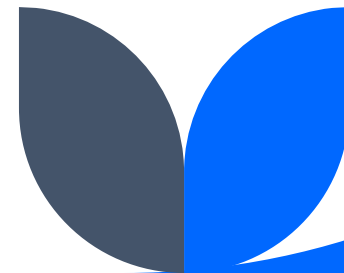
**Credit individual
accomplishments**

Discuss team
impact

2021 McKinsey Study

**Purpose
Alignment**

Walk the Talk



Future Proof Your Department Tools to Retain Legal Talent **Soft-Skills Coaching**

2023 Deloitte Study Job-Satisfaction Factors for Lawyers with Senior Titles

- Opportunities for Learning
- Professional Development to Improve Skills

Level Up Your Legal Talent

Types of Soft-Skills Desired by Senior Lawyers

2023 Deloitte Study

- People management
- Project management
- Executive presence
- Communications and technology

Level Up Soft Skills for Legal Talent

Coach on Key Skills

**Effective People
Management**

Executive Presence

**Performance
Feedback**

1:1 Coaching Sessions

Coaching as Benefit

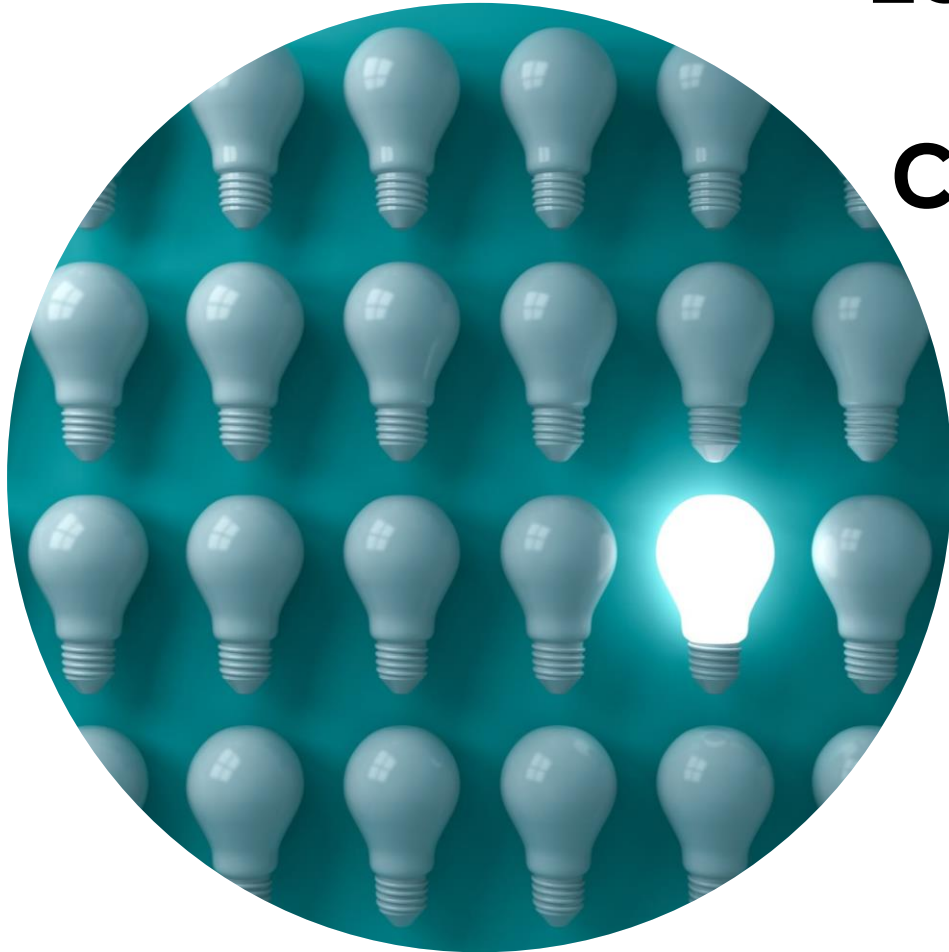
Confidential

Skills-based focus

Interactive reinforcement



Retention Tools to retain Legal Talent:



CCHIRPS

Compensation

Collaboration

Hierarchy
(Less)

Innovation

Remote Work

Purpose

**Soft Skills
Coaching**



Top 2 Evidence-Based Retention Tools for Legal Talent

Purpose
Soft-Skills Coaching



Key Takeaway

**Creatively Market
Your Unique
Organizational
Features to Retain
Legal Talent**





Any questions?

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