



CAREER ADVISORY AND COUNSELLING SERVICES OFFERED BY LINKK SEARCH AND CONSULTANCY, DUBAI

One of the few upsides of living in Covid-19 times is perhaps that, as we are forced to work more from home, we can actually allocate greater time and space to reflect over more fundamental questions regarding our career.

We have time to question basic assumptions that have driven us, perhaps blindly, hitherto. Now is then a good time for lawyers at all levels to take a step back and consider their professional careers, what works well, what does not and what is missing or to aspire to.

General Counsel or Private Practice Partners:

For established lawyers, whether at partner level in private practice, or a General Counsel in house, it might be an appropriate juncture to consider how you manage or plan the next phase of your career, or achieve your professional goals (if they have not been met yet).

Equally, perhaps you have already started to engage in a form of self-questioning or internal chat, because you feel you are **not feeling fulfilled in your career**. Though you remain committed to the practice of law, you have concerns as to whether the manner or environment in which you practise is still right for you. You may for example have questioned:

- Am I really enjoying working with my firm/company, my clients, my team?
 - Am I being valued/respected?
 - Is my compensation in line with my performance?
 - Do I feel integrated within my firm or company?
 - Do I enjoy my work culture?
- Am I still motivated as I was before?
- Am I as successful as I need to be in generating clients or business/dealing with clients (the internal or external client)?
- Am I feeling stressed in my practise of the law, and if so, what is the cause of that stress?

If you are looking to put in place a career plan, or you are starting to question your lack of fulfilment, you can reach out to us for professional advice. We will help any partner/GC to work through a detailed examination of the key factors influencing their current situation or future planning. We achieve this by:

1. First and foremost, **listening** carefully.
2. Breaking down the relevant considerations through extensive questioning. Sometimes personal considerations will need to be aired.
3. Applying our considerable experience to your individual circumstances. Different people are motivated by different factors. We take these personal preferences into consideration when giving advice. We also weigh carefully what the practical options are, to the extent these are dictated by the individual's personal/professional circumstances.

At the end of the day, we will work with you to arrive at an action plan to transform or perhaps make a few changes to the environment in which you practise, or the way you operate within, or interact with, this environment. We will work with you towards finding your equilibrium and drive.

In-House counsel:

It is common for in-house counsel to seek advice as to:

- How to plan their career progression?
- How to adjust to and integrate within the new environment of an in-house team after a move from private practice?
- How to add the greatest value to the in-house legal team?
- What alternative options may be available, if they cannot progress within their current team?
- Whether a move back to private practice could/should be contemplated and how and when best to do this?

We can advise and counsel on all professional aspects arising out of an in-house career in law.

Disenchanted lawyers looking for a career change:

The majority of lawyers at all levels love their job and their career in law and would never consider a move away from the legal profession. However, if, after a detailed and careful review and analysis, it becomes clear that you:

- are no longer enjoying your professional life as a practising lawyer at all
- are not really cut out for the law, despite having invested so much into your legal career
- realise you do not have the right mindset or approach to be a good and successful lawyer
- believe you would be better off applying your particular skills and qualities to something else

the conclusion may be that the best way forward is for you to consider alternative career paths. If this is the case, we are able to counsel you professionally with a view to exploring alternative options. We can help to identify your skillsets and qualities to help to orientate yourself towards another profession or career. We have had experience of many lawyers leaving the profession to undertake alternative careers and can bring those examples to bear, as well as specific guidance.

For an exploratory conversation regarding career advisory and counselling services, please contact Kevin Cooper at kevin@linkksearch.com or on 050 920 8600.