



Peer Chat Summary: Successfully leading your fraught over-stretched team

How GC's are leading their teams through the pandemic and beyond

GC's say that...

- 🔍 Their teams are **resilient but stretched** too thin
- 🔍 Covid has had a **universally negative effect** on team resilience and available time
- 🔍 Businesses have been very good at creating wellbeing support structures but **more can be done**.



...and their advice is to solve it in a variety of ways

Keep things simple ①

Diarise casual coffee breaks and catch-ups; remove lunchtime sessions; end meetings early; and schedule shorter meetings. All simple but impactful things that make a big difference.

Agree permanent changes to working patterns ②

The last year changed how and when people work. Consider making long-term changes to allow agile working to give your team certainty and flexibility. Hear [more](#).

Spread the load ③

Think about your workflows and work allocations to avoid overloading or neglecting team members. Switching responsibility for chairing meetings, taking notes and creating reports can help.

Don't forget juniors ④

As they experience different types of pressure, adjusting your approach is key. Help juniors to vocalise their problems and alleviate the burden on senior colleagues by creating a peer review structure, where an equivalent grade lawyer helps before the problem is escalated. Find out more [here](#).

Learning and development ⑤

Crisis mode is over so there may be time and space to focus on enriching your team's skills, both practical and soft. LOD's Life With Law helps lawyers lead better lives while practicing, so [get in touch](#) if you'd like a bespoke session for your team.

What the future holds...

After a bruising 2020 the focus is to move away from fire-fighting to capitalising on the lessons learnt from the pandemic – flexibility, better communication and prioritisation. We think this can be done via immediate fixes like 1 and 3 above, combined with more systemic changes like those proposed at 2 and 5. As one GC said *"The pandemic has forced us to remove the dross in our work...I'm already redesigning how we work so it doesn't creep back in."*

Stephanie Stevenson, Service Design Lead & Nigel Rea, Service Development Director at LOD.

