

# Client Case Study

Nº 17

Bond Pearce

## Bond Pearce Women's Networking Event

*"An inspiring day in a supportive environment – I feel taller already!"*

Senior Associate  
Bond Pearce

*"The most engaging and entertaining facilitator I have ever worked with."*

Recruitment Manager  
Bond Pearce

*"The partnership with Deena hit on all the right buttons. There was a real buzz and change in attitude amongst the team by the end of the day."*

Partner  
Bond Pearce

## Synopsis

An experiential networking event was initiated for the female lawyers at Bond Pearce (now Bond Dickinson after a merger with Bond Pearce and Dickinson Dees). The event which took place pre-merger at the Bond Pearce legacy firm was designed to explore the issues that women face in business and to give them the tools to overcome these obstacles. Following the event fantastic feedback was received. Female lawyers at all levels have a greater understanding of how their own attitudes can affect their careers and this improved self-awareness has led to a growing feeling of empowerment to take control, be assertive and to pursue their own career needs and aspirations.

## Challenges and Requirements

- Bond Pearce wanted to respond to current trends in the legal sector which show that despite high percentages of female law students, trainees and solicitors, only 21% of partners in private practice law firms are women.
- They recognised a need to capitalise, develop and retain all the talent in their business in order to flourish. They realised they needed do more to help women achieve their full potential and aspirations within Bond Pearce.
- Research commissioned by Bond Pearce looked at the career development opportunities and challenges for lawyers at Bond Pearce which highlighted particular issues for women working in the traditionally male dominated legal sector.
- Bond Pearce recognised they needed provide an event which would give female lawyers the tools and confidence to influence more assertively and to take ownership of their own behaviours and self-limiting beliefs that can create barriers to career development.
- They also recognised a need for more junior lawyers to get to know more senior women lawyers in the firm who can serve as vital role models and mentors.

## The Farscape Learning Experience

Working in partnership with Bond Pearce, Farscape designed and delivered an experiential event, which focused on and included:

- Opportunities to share and discuss the real world challenges that the women at Bond Pearce face every day at work;
- Exploration of how the Imposter Syndrome affects the way in which women see themselves and are seen by others, and how to conquer it;
- Discussion of how to be assertive and influence successfully including having the confidence to ask for what you want;
- A framework to help women to talk about their feelings and emotions constructively;

*"Following on from the day I have started reading one of the recommended books, asked for help more often than previously and started to think about what I want to do in the future, rather than simply accepting what comes my way."*

**Senior Associate  
Bond Pearce**

*"I just wanted to say thank you very much for organising yesterday's networking event. It was a thoroughly enjoyable, engaging day and I really feel I got a lot out of attending. Anyone who was unable to attend really missed out on a great experience."*

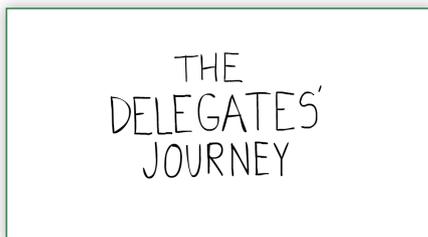
**Associate  
Bond Pearce**

- Discussion around the choices that women make and how they can choose to bring about a change culture;
- Experiential exercises that enabled the women to practise what they had been taught in a challenging and supportive environment;
- The chance to network with other female lawyers within the firm and discuss individual experiences.

## Outcomes and Results

- The majority of women left the event feeling more confident and more empowered to move forward with their careers – 71% rated it as excellent overall.
- As a result of the event the women felt more able to ask for what they want and more able to have difficult conversations.
- Female lawyers said that they now feel more able to take a more proactive approach to their career development.
- 81% of the people who attended said they were very likely to use the tools that they learned during the day.

*Since running this event Bond Pearce has merged with Dickinson Dees to create a leading national law firm called Bond Dickinson. The new firm provides expertise to many of the UK's pre-eminent organisations and high net worth individuals. The firm employs over 700 lawyers including 142 Partners in eight office locations across the UK.*



*Delegates took part in a carefully designed learning journey throughout the day*



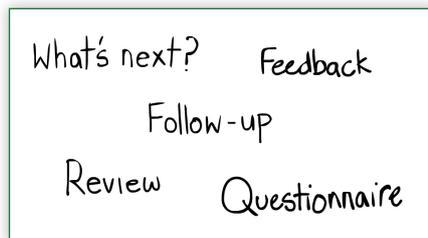
*They shared and discussed the challenges that they faced at work*



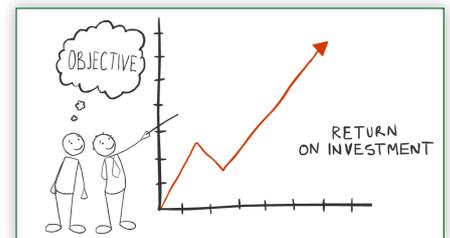
*They were given a framework to help them to talk about their feelings and emotions constructively*



*Experiential exercises enabled them to practise their new skills*



*They were encouraged to think about how they could apply what they had learned back to their jobs*



*Positive impact can already be seen with increased confidence and a more positive outlook*