

# MILLENNIALS AT LAW

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**FIND.**

**MILLENNIALS**

**ARE HERE  
TO STAY**

**MEET THEM**

**WHERE  
THEY ARE**

**MEET THEM**

**WHERE  
THEY ARE**

**(where are they?)**

**(where are they?)**

**FLEXIBILITY  
INDIVIDUALIZED FOCUS  
PURPOSE**

**(what do they want?)**

**WORK/LIFE BALANCE  
GROWING OPPORTUNITIES  
CHALLENGING EXPERIENCES  
BEING HEARD**

**(what do they give back?)**

**THEY ARE WILLING  
TO GIVE IT ALL**

**(what do they give back?)**

**ALL**



**(what do they give back?)**

**ALL**

**learning skills**

**digital awareness**

**competitive nature**

**innovation mindset**

**committed to do it right**

# WORKPLACE GENERATION MIX

## Baby boomers

1946-1964

work until death do  
them part

## Generation Y – MILLS

1980-2000

driven by meaning,  
impact and experiences

## Generation X

1965-1980

workaholic until 55  
+ live other interests

## Generation Z

2001- ...

technology  
is us

# SUCCESS KEY FACTORS

## Efficiency

re-think work methods,  
proceedings and talent management policies

## Quality

render targeted, rigorous and differentiated services

## Profitability

restructure business model

**BE EFFICIENT**

**re-think work methods,  
proceedings and  
talent management**

**to keep efficiency up  
law firms must find  
how to efficiently  
attract and retain  
millennials**

# **STRONG MILLENNIALS**

**Tough generation claiming their rights  
all aligned towards a purpose  
disruptively imposing changes**

**remember**

**remember**

**MILLENNIALS  
ARE HERE  
TO STAY**



**HOW TO  
ATTRACT  
AND RETAIN  
MILLS?**

**CH**  
**AN**  
**GE**

**change**

# **LEADERSHIP**

**STRONG MISSION**

**VALUES SYSTEM**

**DEDICATED MP**

**PROFESSIONAL SUPPORT TEAM**

**change**

# **FLEXIBILITY**

**IN WORKPLACE,  
IN WORKTIME,  
IN WORK DYNAMICS**

**change**

# **COLLABORATION**

**PROMOTE AN ENGAGING  
AND INTERACTIVE ENVIRONMENT**

# 8 steps to effective change

# 8 steps to effective change

- Provide meaningful work experiences
- Restructure work assignments and teams to include mentoring and real time feedback
- Train supervisors to be coaches and mentors on providing continuous, effective and constructive feedback (to learn and to grow)
- Refine, articulate and execute the firm's core values and mission, every step of the way
- Involve millennials in the firm's mission and other aspects of firm's management and innovations
- Provide opportunities, recognition and role models for charitable and civic work
- Create a flexible/agile work environment
- Develop alternative career options and paths - rethink law firm model

Susan Duncan, The Millennial Generation In Law Firms - How to attract and Retain Gen Ys

# **BE AWARE**

**Generation Z is coming  
with more technology,  
communication and diversity.**

**(be prepared)**



**YOU HAVE THE CHANCE  
TO MAKE THE CHANGE**

**DO IT NOW**

**THANK YOU!**

**Filipa Mendes Pinto**