

Six ways IT can help law firms attract & retain talent



1

Reduce stress through frictionless tools

Seamless IT systems, integration between tools, and frictionless cybersecurity are vital for reducing stress and enabling legal professionals to concentrate on key responsibilities without the burden of IT issues. As a result, employees are more productive, experience less frustration, and greater job satisfaction, leading to improved morale and retention.

Over 1/3 of lawyers feel highly stressed, rating their stress levels between 8 and 10.

LexisNexis, Bellwether, 2022

Attract talent through innovation

Law firms that lead in technological advancement are more likely to attract forward-thinking professionals who are eager to be at the forefront of legal innovation. By providing employees with cutting-edge tools and resources, firms can enhance their reputation as industry leaders and preferred employers.

2



It currently takes law firms over 5.5 months to fill vacancies.

Search



3

Increase job satisfaction with flexible working

Enabling flexible and hybrid working through secure, reliable technology allows law firms to retain top talent by supporting employee preferences for flexible work options, providing a healthier work-life balance and increasing job satisfaction. It also enables firms to tap into and appeal to a more diverse talent pool, ultimately strengthening the firm's competitive position.

92% of law firm employees desire to work remotely at least one day a week.

Bloomberg Law

Spark progression with knowledge management

Improving Knowledge Management (KM) supports talent retention by streamlining access to resources, which reduces frustration and wasted billable time searching for information. KM systems foster a collaborative environment where lawyers can learn from each other, supporting career growth and progression. By promoting shared knowledge and professional development, law firms create a supportive atmosphere that encourages long-term career satisfaction and commitment.

4



3 in 5 law firms are concerned about talent shortages and churn affecting their successes in the next two years.

PWC Law Firm Survey Report, 2023



5

Empower employees with citizen development

Empowering law firm employees with citizen development tools, such as the Microsoft Power Platform, allows them to create their own applications or solutions without needing extensive coding knowledge. This autonomy boosts engagement and a sense of ownership, leading to a more fulfilling work environment and encouraging long-term commitment to the firm.

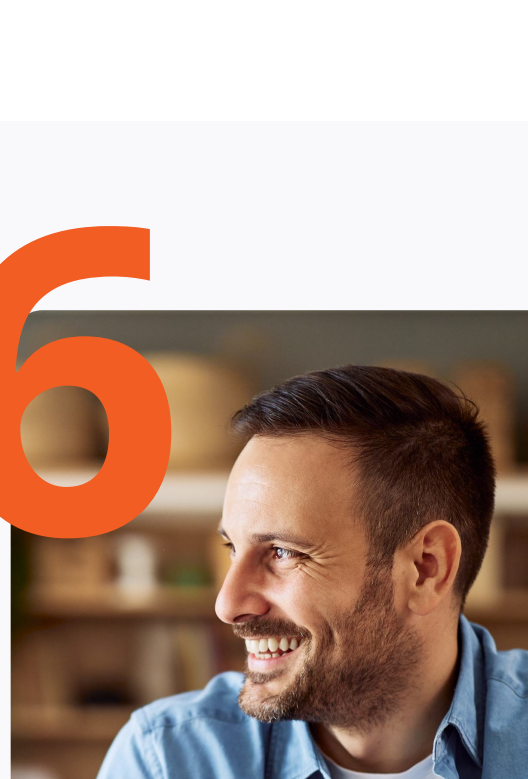
Companies with highly engaged workforces are 21% more profitable and 17% more productive than those with disengaged staff.

Wellable

Reduce the burnout with AI

By automating routine tasks such as document review and research, legal professionals can focus on more complex and strategic work. This shift not only boosts efficiency but also provides lawyers with more intellectually rewarding opportunities, key for attracting ambitious talent. Automating time-consuming tasks also helps reduce workload stress and frees up time, contributing to a better work-life balance and higher job satisfaction.

6



AI can reduce the time lawyers spend on routine tasks by up to 20%, allowing them to focus on more strategic work.

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