

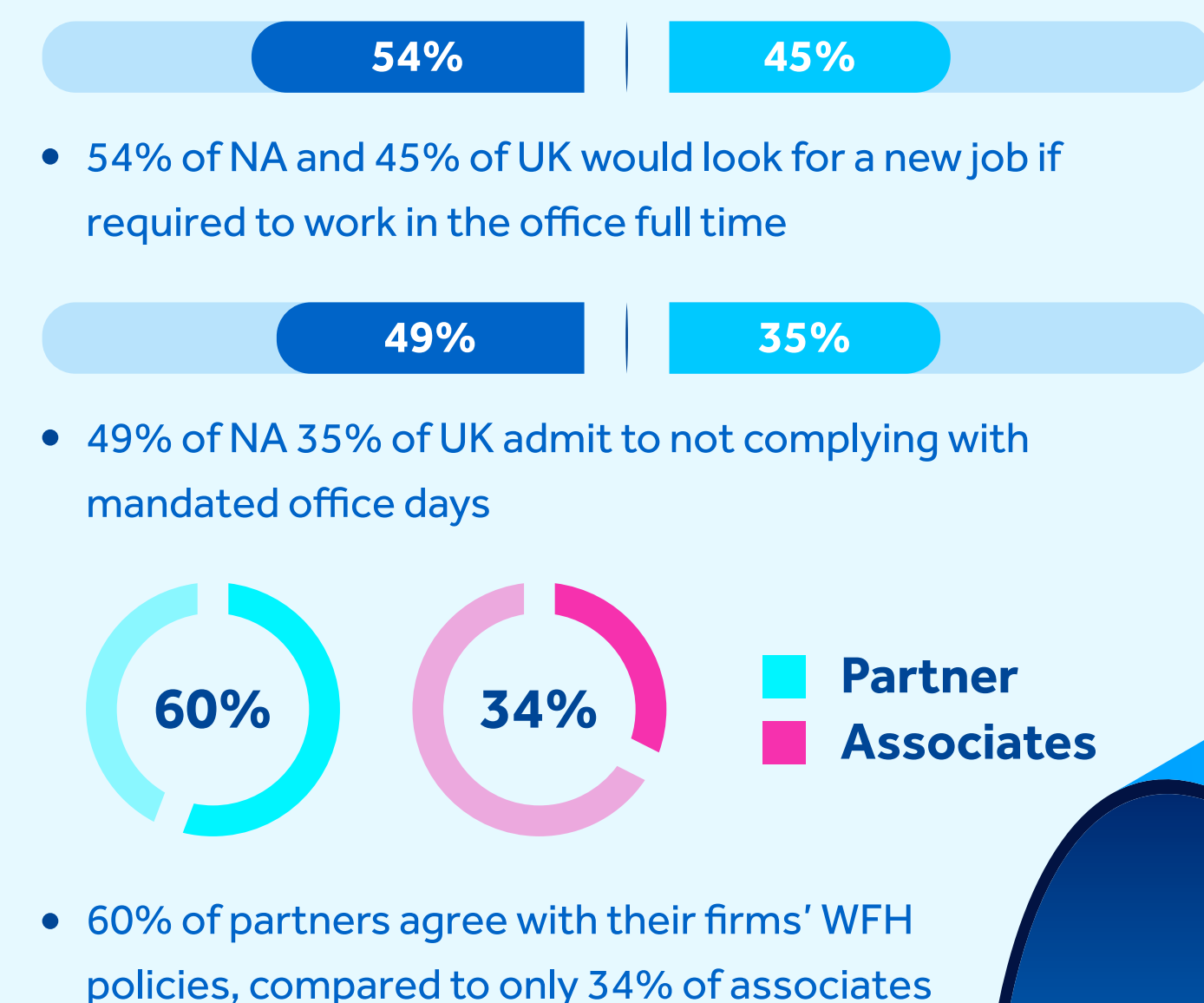
# Legal Resource Management

## The Present and The Future Impact on Law Firms

The 2022 Legal Resource Management Report demonstrates how a better understanding of the way the industry is dealing with the stand-off between firms' and employees' hybrid working expectations can help to shape productive strategies that will also help win the current war on talent. It highlights the current gap between firms' DEI goals and what is currently being delivered – and how that can be changed. And it demonstrates the industry's commitment to creating centralized Resource Management roles, supported by technology, in a bid to create a far more effective, equitable and business focused working environment.

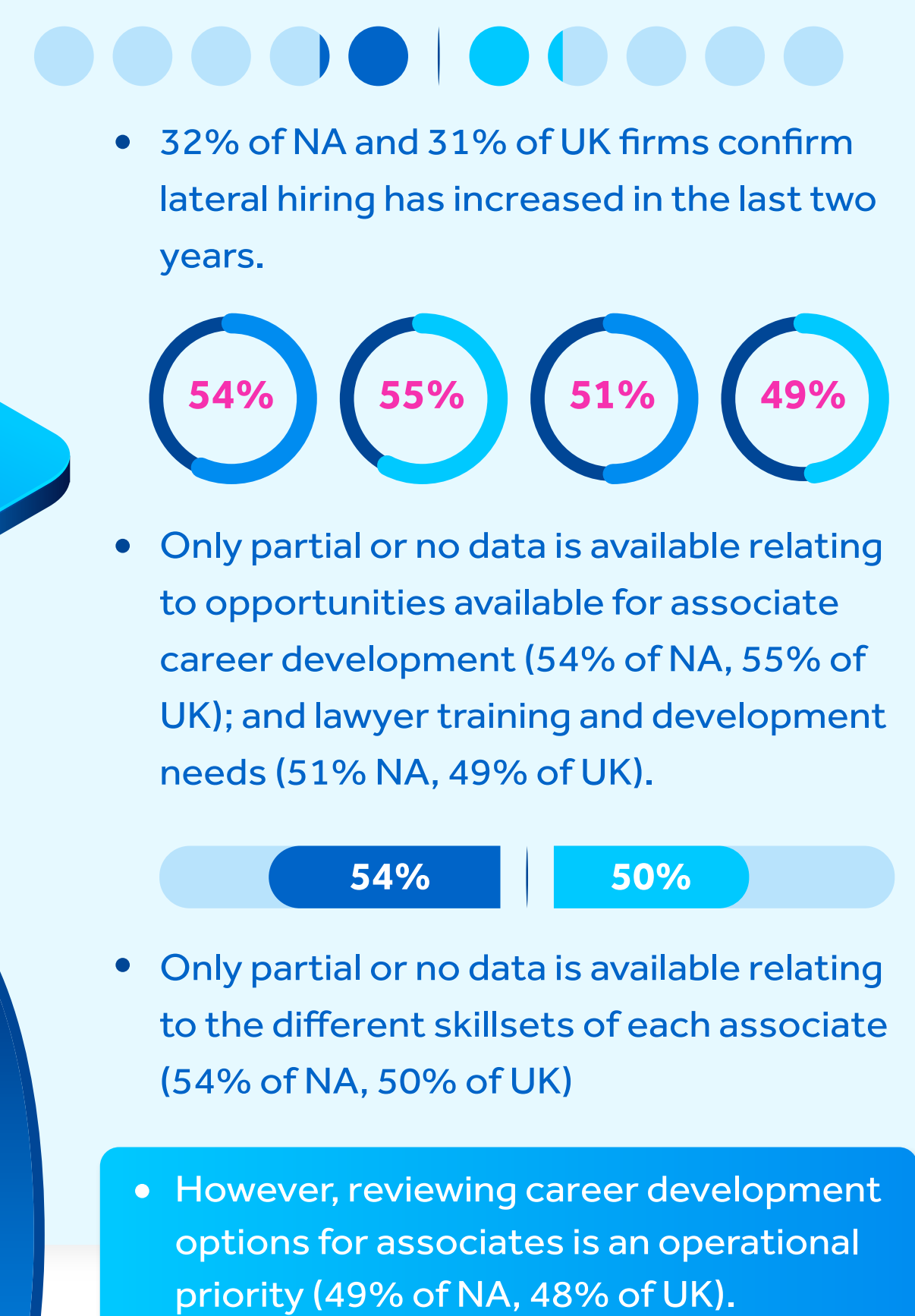
### Hybrid Working Conflict

A hybrid working stand-off is developing between law firms and employees. The data shows us employees will quit if required to work full time in the office. Compliance with mandated office days is far from ubiquitous, and inconsistent hybrid working policies are divisive.



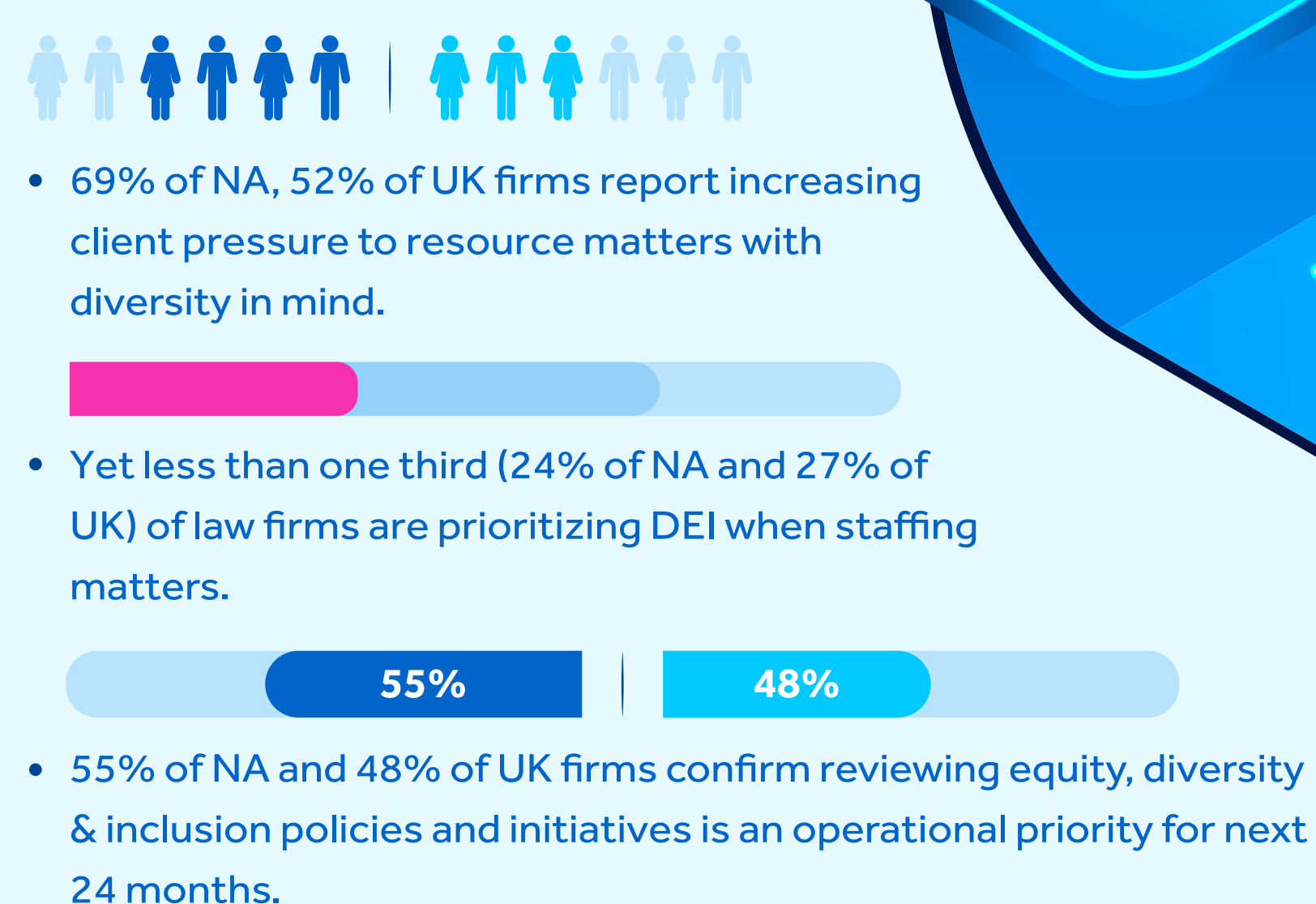
### Combating the War on Talent

Firms are losing talent at an unprecedented rate. Salaries are rising fast, but there is a recognition that retention will demand a far more nuanced approach, including career development and equitable access to opportunities, which meet the diverse needs of different generations.



### Prioritizing Diversity, Equity and Inclusion

Strategic DEI goals have expanded in recent years as firms have discovered the performance improvements achieved by a truly diverse workforce. These goals are increasingly being reinforced by client and economic demands for diversity. While firms are still not prioritizing DEI when resourcing matters, reviewing DEI policies is now an operational priority.



### Safeguarding Profitability with Effective Resource Utilization

Profit has been strong over the past few years but facing the highest rates of inflation for two generations, as well as spiraling employee salaries, law firms need to be far more effective at managing costs. With clients also becoming more cost sensitive and demanding effective employee utilization, efficient resource allocation is a priority.



Employees, especially lawyers, have the confidence and ability to move to the competition. They are actively looking for employers that meet their hybrid working preferences. They want to work for law firms that have invested in the technology and processes required to be truly productive and effective. They expect proactive career development and access to exciting work opportunities. They demand a commitment to DEI backed up by embedded operational processes. The only way to attract and retain top talent will be to embrace dedicated resource management people and technology.

Read the full Legal Resource Management Report at [www.bighand.com](http://www.bighand.com)