

MBC Signatory Call

Thursday 12 May 2022

Welcome to new members

We welcomed the following new members with their main contact point noted against the organisation's name - we look forward to working with all of you and to your contribution to the MBC community going forward:

- Institutional Protection – John Naughton;
- Moore Barlow LLP – Andre Botha;
- Winkler Partners – Peter Dernbach; and
- Byrne Dean – Victoria Lewis (although Byrne Dean have obviously been involved with the Charter since inception, with me stepping into my new MBC role we felt the time was right for Byrne Dean to demonstrate its ongoing commitment by formally signing up).

Update on recent activity

- The **litigation task force** has met for the first time – as a reminder this is a group specifically looking at MBC in the context of litigation practices. For those of you in law firms or legal functions please let me have bug bears from you/your litigation colleagues as examples of behaviours you would like to see addressed by the task force – we will meet monthly so please let us have thoughts in the next couple of weeks.
- We have run various events and conversations **to promote MBC** including a Make a Difference (Madworld) event, promotion to the International section of the New York State Bar association and an event with the IBA.
- We have run the first **new joiner sessions** (thanks again to Lorraine Roche from Matheson for her help with those). We will run these quarterly, targeted at new joiners to help them think about how to get started, as well as other members who may be feeling stuck and in need of some ideas. The next one will be on 30 June at 2.30pm London time, where I will be joined by Victoria Hills from Freshfields Bruckhaus Deringer. [Registration is here](#). We will take on board the feedback from the first sessions as we plan for that.
- We ran sessions on **burnout** for member employees in April which were well attended and a recording of one of the sessions is available on the website.
- We have had useful 1:1 meetings with various members to follow up on what they said in their survey responses.
- We continue to run weekly briefing calls for interested organisations. These continue to be well attended. If you are speaking to anyone who might want to know more about MBC please put them in touch with me and we can get them onto one of these calls.

Member survey feedback

I had intended to gently walk through the analysis of the data that we have been able to do to date. Unfortunately, this is where my IT gremlins struck and so I finished the call with a gallop through the slides we had prepared. That gallop didn't do justice to the time and effort members had given to the survey, or that given to analysing and understanding the data. I have therefore recorded an overview of the data which is available [here](#) and the slides are attached to this email. Please let me know if you have any questions/observations on this. As stated, the feedback will inform our strategy for the next three years which we will run through at the AGM on 6 July at noon London time.

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Signatory updates

We had an update on MBC activity generally at Pantheon from Dianne Remanous and Shaani Desai for which thank you. We also had an insight from Hannah Brophy at Lloyds and Stacey Bairner at Pinsent Masons on a major transaction they have undertaken together and how they applied MBC to it – we often hear how MBC is all very well but can't work in the context of big tickets deals where we just need to get it done, whatever it takes, and so it was inspiring to hear that actually, if the parties put their minds to it, there is no reason why that sort of work cannot be managed in a way that reduces as far as possible the impact on the respective teams involved. I will leave it to you to watch the recording for both of these updates and we are working out how best to take the learning from Hannah and Stacey and create a case study from it.

Requests for help

International connections - One of the survey questions asked whether you had international offices you would like to connect up with local MBC interested folk from other members. The following requests were made:

- **Ashurst** - Australia, Asia, Central Europe, Middle East, US
- **Barclays** – US
- **DAC Beachcroft** – Madrid
- **Simmons & Simmons** – Asia and Netherlands

If you have local offices in those areas that you would like to connect with other members' local offices please let me know and we can make that happen.

Law firms and legal teams – bridging the gap between trainee and associate

A couple of people have asked for a session focussed on this career milestone. Law firms and in house teams obviously have extensive programmes of learning and support for trainees but historically that has tended to fall away to a greater or lesser extent upon qualification when the reality is that a newly qualified solicitor is still very much in a learning phase and may require a good degree of ongoing support to continue to grow. I am thinking that it would be helpful to run a workshop on this subject so that members can share ideas and learn from each other – this would not be on the technical side of an NQ's chosen specialism, but more their development as lawyers generally. If you feel you have something to offer ((I can think of a few people who might) it would be great to get together and explore what a session might look like. Please let me know.

Other requests

- **Shoosmiths** - We are aware of some of the early corporate signatories of the MBC introducing the Charter commitments initially at a team / Divisional level. We would be interested to know if / how they have progressed from this to a firmwide level.
- **Michelmores** - Sharing best practice across the group with managing effective delegation and supervision in an agile working environment.

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- **Ashurst** – legal and business service teams working effectively together including over different time zones and jurisdictions.

If you have particular insight to offer in relation to any of these then please let me know and I can connect you. Equally if you think, oh yes I'd like to explore that more too then let me know and we can think about events focussing on these areas.

New email addresses

After a false start, I have this new MBC email account set up and running. My MBC working days are Mondays, Wednesdays and Fridays with the remaining days being Byrne Dean working days. With this new email address I hope to be better able to segregate my time. In the short term I will of course continue to look at each to catch anything that goes into the wrong place but I will also have automatic rules running which should operate to notify people if an email has gone to the wrong place. Please do therefore try to use this address for MBC related emails going forward. Julie Lediard, who is in charge of finance for MBC, also has a new MBC email address – finance@mindfulbusinesscharter.com. Katie McAndrew will continue to work from her Byrne Dean email address – katie.mcandrew@byrnedean.com – and we also have info@mindfulbusinesscharter.com which Katie and I will monitor between us.

Dates for your diaries

- The **next signatory call** is on 6 July at 12 noon London time and this will double up as our AGM. Please do try to attend as we will be sharing the strategy for the next stage of MBC's development. If you do not have this in your diary then please let me know and I can forward details. We will shortly be sending out dates for signatory calls for the next membership year (from September). We will try to mix up the times to accommodate different time zones but, with members from all parts of the world, inevitably we are not going to be able to suit everyone. I hope having the recordings available to review does make up for this to some extent.
- The **next new joiner session** (as mentioned earlier) is on 30 June at 2.30 – please [follow this link to register](#).
- Our **annual welcome to new members and celebration of our anniversary** is provisionally scheduled for 6 October 2022 (to coincide with World Mental Health Day and the anniversary of our founding on 10 October). We will send out a save the date calendar entry. We would love to take the opportunity to get people back in a room together, and to be inclusive to those that can't join us by making it hybrid. We would also really like to reinforce the MBC community by having as many of your senior sponsors attend so they can show their continuing support and experience first-hand all that is happening with MBC. Please do, therefore, encourage your senior sponsor to come along, or to join remotely. Although it is still some months off, we do need to start the planning now. If any of you have a London venue that you would be willing to offer that can accommodate a good crowd (perhaps 150+) in person, both to hear from our speakers and to network afterwards, and can also allow people to join via Zoom or an alternative VC platform, please do let me know as soon as you can.

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