

Minutes
MBC Signatory Call
23/01/2023

Introduction – Richard Martin 00:00 – 09:09

- **Recent Updates**

- **Introducing Charlotte Clegg** – our new Community Engagement Lead
- **Request for Data** – Please share with us any information you have collated on MBC implementation within your organisation.
- **Request for US connections** – please let us know if you are based in the US and would like to make local connections.
- **MBC Staffing Updates** – Richard Foley, former senior partner at Pinsent Masons has very kindly agreed to join us 7-9 days a year in an Ambassador role, bringing valuable expertise, experience and insight to the MBC. Please let us know if you feel there are opportunities to work with Richard.
- **MBC Champion Roles** – following requests in 121's we have created a role profile - available on the website and via the newsletter.
- **McCreary Research** - we have been looking at a review done by Dr Don McCreary, synthesizing multiple research studies on workplace health and wellbeing, the conclusion being that tackling the causes of stress at the systemic root is the most effective way to tackle workplace stress. Copies can be requested from charlotte@mindfulbusinesscharter.com
- **Shine Offline** – MBC leads session is on 8th of February.
- **Litigation Taskforce** – a project looking at how practitioners can best conduct themselves in a way that removes unnecessary stress. This will be launched at an event which will be held on the proposed date of the 7th of March, hosted by DLA. We will provide full details once these have been confirmed. We would like as many of your litigators to attend as possible.
- **Member survey** – last years was received well and was considered useful both for organisations internally but also for us to review and analyse. We will be repeating the survey in late March or early April.
- **Next Signatory call** - 23rd of March at 2pm.

Signature Updates:

Russ Martin - Ashurst – UK – 09:09 – 37:04

- Russ is the Head of Practice Resource Management and Head of Wellbeing and has been heading Ashurst's work with the MBC from the outset. Russ is also the internal and external Mental Health First Aid Instructor.

be brave.



- Change is a big challenge in law firms, but one of the solutions to this was to make this associate led.
- While top-down support is beneficial, having associate committees lead it has had a big impact.
- In 2018 the Projects Committee was put together and the associates led this with partner involvement. This allowed associates to make it clear what they needed for their wellbeing.
- January 2022 - MBC was launched globally withing Ashurst.
- This was introduced with a five-minute video featuring Karen Davies, the Chairperson.
- In June 2022, analysis was done on how well the MBC had been taken up, and out of 41 legal practice groups, 32 had started and were categorised as Green or Amber, with only 9 categorised as Red. (Those who were categorised as Red were based in parts of Asia where ongoing lockdowns had caused further challenges to implementation, but work is now ongoing to bring them in line with the other practices.)
- There have been pushbacks, as some feel they know best for their own teams.
- It has been helpful to get people on board through their clients, as partners follow what clients want, and the MBC is now mentioned in the bidding process.
- There is also a challenge around how to best launch this within businesses services - because the clients/stakeholders are the internal practice groups so it's harder to effect change - but this is seen as a matter of time, rather than a problem, and will be tackled in the next 12 months.
- It's clear that the best way is to recognise that not one size fits all - and it is key to work with each group to find out what works with them.
- A question was asked as to what the associates had wanted. They identified that the factor that mattered most to them was respecting rest periods. There was an acknowledgement that while hard work and long hours was understood to be part of what they had signed up for, they needed more clarity on exactly what that meant, and when they weren't in those periods that their down time was respected, and the idea of "never switching off" needs to change.
- To support this, things like a handover checklist, and smart delegation has been well utilised, it helps make it more practicable, ensures the values are lived to, provides development opportunities for people who have been delegated to, retains structure etc.
- It was also discussed that practicing mindful delegation is also very advantageous to those who are more advanced in their career, as it develops their skills and ensures they are confident work will be completed.
- It was also reflected upon that in organisations where they don't have resource management roles, getting whoever oversees work allocation onboard is helpful in getting the MBC principles pushed forward, along with HR business partners, and wellbeing allies or champions, as they will have their ear to the ground and fully understand what can make a difference.

be brave.



Reflections from the Breakout chats and wrap up 37:04 – End

- Jonathan Hoey (TLT) - considerations around isolationism, and how the work life balance is playing out. Richard reflected that we are planning an Insight Session from Dr Holan Liang on Belonging and how important that is with regards to ideas of isolation.
- Thanks given again to Russ for his update, and all attendees,

be brave.

