

# Signatories Phone Call Meeting – 17 June 2019

Attendees: David McCahon (Barclays), Jacquie Dunn (Pinsent Masons), Kate Dodd (Pinsent Masons), Melissa Fogarty (Clifford Chance), Vicky Rose (Norton Rose Fulbright), Serena Wallace (Radiant), Sarah Dowd (Weightmans), Sarah Charlesworth (DWF), Joanna Harris (Simmons & Simmons), Katherine Hallam (Capsticks), Michele May (RBS), Tamsin Dixon (Barclays), Carrie-Ann Odlum (Freshfields), Ty Jones (DWF), Deborah Dalglish (Ashurst), Kristina Adey-Davies (Freshfields), Rachel Czernobay (CMS)

[Apologies if we have not captured the attendees completely – it is always hard to track on such a large group call]

## 1. Welcome new signatories

We are very pleased to welcome on board two new signatories including Paul Hastings LLP and Radiant Law, who will both become fully signed up in the upcoming October ceremony.

## 2. Updates on interested parties

There are a large number of interested parties that we are currently talking to, each of them expressing an interest in getting on board, but at various degrees of readiness.

Around thirty plus organisations in total, including the Law Society of Scotland. The Law Society of England and Wales is starting to promote the Charter and signpost people to us which is very encouraging.

There remains a majority of law firms in this group but we also have a small handful of non-law firms which is encouraging. These include;

- Shell - speaking with them for some time. They are very much on board with the idea.
- Coats plc – this was an introduction via Pinsent Masons and our first non-financial services sector which is a big win.
- Bupa – ongoing conversations, encouraging throughout.

We are also having conversations with the advertising industry through the APG, a member organisation for planners and strategists. Whilst this is a different sector, many of the same issues arise.

We should get a slot at Mad World conference in October which can be used to promote the Charter. We may need a client to co present this session. We are also liaising with LBC Wise Counsel who are spreading the message to in house counsel teams.

Legal Week and The Lawyer have shown some interest. One year in, where are we at now? How can we leverage this interest to gain more coverage?

One magic circle firm has expressed concern that signing up might indicate to its clients a lack of commitment to hard work, a large proportion of their work coming from US investment banks who might be seen to be less on board with wellbeing issues. Another firm has expressed interest in signing up but 'not because everybody else is doing it'?

Key message - we need to keep talking to our clients about this. The only way this will work is through supplier / client collaboration. We need your support in ongoing discussion with your clients.

**be brave.**

Openness and respect



Smart meetings and emailing



Respecting rest periods



Mindful delegation



### 3. Sharing experiences

Lloyds have been capturing questions about the Mindful Business Charter from clients and then feeding those back internally – the message is that this is not going to be a perfect fit for everyone, but it is considered a pretty good starting point.

Pinsents have developed a Code of Conduct around the Charter – written by more junior lawyers as a statement of what they would like from partners. They have also produced pens and pads with key messaging to remind people. Messaging is focused on core values which includes kindness and thoughtfulness.

They have also enlisted the help of their ‘Purpose Team’ to run a number of sessions around this, to ensure this becomes part of their overall purpose.

There remains a challenge getting clients on board. Pinsents are mentioning the Charter in client pitches.

RM encouraged signatories to think about holding client events to promote the Charter. It would spread the word and also, potentially, be a good marketing exercise to demonstrate to clients the work firms are doing in this area. Signatories can also continue to use social media to continue to push the message out there.

It was noted that the language of the Charter is very legal profession specific and may not need to be. Tamsin Dixon to highlight relevant text to RM in this regard for consideration. We can look at possible changes to the Charter wording in a future call. We might also in future need to think about different language versions – Pinsents for example are keen to promote the Charter to their German client base.

Barclays are using it with their panel firms but are also using it in-house where teams have asked if they can incorporate this into their day to day activities.

David McCahon to explore, when appropriate, the possibility of promoting the Charter to the GC100 group.

### 4. Website

Please review and let us have comments. There appear to be some issues with access to the website – byrne-dean to discuss with website developers.

We need more shared stories for the stories and resources page please.

Agreed to look into LinkedIn page for the Charter and to promote the use of #MBC and #mindfulbusinesscharter on social media generally.

### 5. Webinar - 11<sup>th</sup> July.

Agreed that we will have a meeting with dial in facilities as a further catch up along the lines of this call. Attendees to supply agenda items they would like to discuss and/or share with the group.

### 6. Working Group

Currently made up of original signatories plus Eversheds, Weightmans, Freshfields and Capsticks. Melissa Fogarty also to join this group.

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The intention here is to consider issues around governance, membership, structure and related issues. Whatever the working group decides, will need to be agreed upon by the rest of the group.

## 7. Next Signing Event

We need a host for this on 10 October. New organisations can come on board before then, they do not need to wait for the formal signing.

There is clear support from the group for continuing with formal signing events going forward.

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