



Enabling and sustaining outstanding performance

Development for Barristers and Chambers

Learning | Development | Consulting



Understanding your challenges

Chambers are facing renewed challenges to modernise, increase efficiency, adjust to direct access and diversify.

We understand these challenges. Moreover, we understand the nuanced workings of Chambers and how to engage with members at all levels.

30 years' experience working with barristers and the wider legal and professional services community allows us to combine deep insight with broad experience to deliver consultative and highly effective development.

Here are some of the ways we can help you and your colleagues:

Diversity, recruitment and people management

- Workshops and coaching to:
 - Build understanding and embed diversity awareness and policies
 - Develop best practice in recruitment, retention and people management
- Consulting services to help define and deliver diversity, recruitment and performance management strategies
- Employment law advice and training to ensure compliance

Chambers development

- Strategy facilitation and organisational consulting to determine the vision and direction for the set, optimise management structures, identify efficiencies and increase profitability
- Translation of strategy into deliverable business plans and linking these to individual and team development needs
- Helping members develop marketing, networking, negotiation and client relationship management skills

Leadership and management

- Building and sustaining leadership and management capability at all levels and across all teams to enhance performance
- Standalone training events or modular programs that blend training with coaching and technology enhanced learning
- Development of specific skills including financial, project and change management

Communication and business skills

- Developing the effectiveness and commercial awareness of clerking and administration teams
- Honing communication abilities – business writing, building rapport on the phone, presenting to groups
- Enhancing interpersonal skills and the ability to work with others

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Preparation for Judicial Appointment and Silk interviews

Since the introduction of the competency based selection process, we have been helping barristers and solicitors maximise their chances of success when applying for a judicial appointment or silk.

Our consultants combine knowledge of the legal sector with expertise in the theory and practical application of competency based recruitment and the psychology of the interview process.

About JSB

We are learning and organisational development consultants, enabling people and organisations to build and sustain outstanding performance. We do this through:

- **Learning and Development** – enabling individuals and teams to optimise and sustain their contribution, and achieve their full potential
- **Organisational Consulting** – helping organisations and their stakeholders determine critical strategies, structure, culture and processes

We have long-standing experience in the legal sector enabling us to provide guidance and development that addresses the core challenges you face. Our approach is based on four core principles:

Insight. Applied understanding of a client's business, culture, strategy and environment – the drivers behind their requirements.

Incisiveness. Enabling our clients to see the clarity beyond the complexity. We test convention, think innovatively and apply best practice.

Flexibility. Remaining method-neutral and integrating the best tools, practices and methodologies to develop solutions that meet each individual requirement.

Partnership. Working with integrity and rigour in collaboration with our clients to apply our broad experience, deep understanding and genuine insight.

Our confidential coaching sessions will enable you to:

- Achieve a comprehensive understanding of the requirements for Judicial or QC appointment
- Get your written application right first time
- Make the most of your panel interview opportunity to present yourself in the most positive way
- Understand what is expected, and how you can prepare for qualifying tests, role-plays and presentation elements of selection processes

Our clients

In addition to assisting hundreds of individual barristers with their applications for Silk and Judicial Appointment, we work with the following sets of chambers and law firms:

- 3 Serjeant's Inn
- Allen & Overy
- Atkin Chambers
- Baker & McKenzie
- Blackstone Chambers
- Clifford Chance
- Cloisters
- Clyde & Co
- Eversheds
- Four New Square
- Hogan Lovells
- Keating Chambers
- Macfarlanes
- Manches
- Quadrant Chambers
- Shearman & Sterling
- Uria Menendez

For more information

To find out more and to discuss your requirements in confidence call +44 (0)20 8371 7011 or email enquiries@jsbonline.com

Learn more about JSB at www.jsbonline.com

JSB is not connected with the former Judicial Studies Board.