

Foot Notes⁴

by Front-Foot

Welcome to another edition of Foot Notes, our monthly newsletter that provides updates on events, resources and tips, as well as handy legal templates.

Read time: 2 minutes

Upcoming Events

Slip-Ups, Setbacks & Lessons Learnt

Every month, we chat candidly with GCs and legal luminaries about mistakes made and lessons learnt. In August, Dave sits down with Nick Galloway.

Slip-ups, Setbacks & Lessons Learnt

After working for major firms and running his own firm, Nick has spent the last 15 years in-house for PPG, the biggest paint company in the world. He oversees every aspect of legal work in ten countries across multiple jurisdictions. Nick is excited about NewLaw and how it can help in-house lawyers do their best work.

Q&A Webinar

Nick Galloway

Regional Counsel PPG
(ANZ and SEA)

Wednesday 9 August 2023

12 – 12.30pm AEST

[Register Now](#)



Slip-Ups Round-Up

At our most recent Slip-Ups webinar, we talked to Kate Price, Senior Manager Business Enablement (Legal & Regulatory) nbn™. Kate touched on lessons learnt at different stages of her career. Just a few highlights from our great chat:

- View change management through the frame of **'change with'** instead of 'change to'.
- Remember to **back yourself** and shift your own perception of your experience level. The transition from 'junior lawyer' to simply 'lawyer' was particularly significant for Kate.
- **Find three things you are good at** when considering how to position yourself. And talk about them constantly. Pinpoint these three things, and ensure they're useful, by listening well and engaging with your team and clients.

[Watch Kate's Webinar](#)

How to make a business case to increase your resources

Most in-house legal teams struggle to manage growing responsibilities with limited staff. The ongoing challenge of handling heavy workloads can be exacerbated by sudden changes, like a team member resigning, a large project, or extended leave. These changes can negatively impact your team's morale and engagement.

Secondee lawyers can join a team at short notice to overcome these challenges. However, GCs often find it challenging to obtain these necessary resources. Here are some tips to secure secondees to help with your workload.

1. Analyse workload and resource gaps

Assess your legal team's workload, including current and planned work, projects and other demands. Identify areas where a lack of resources will hamper your ability to achieve your goals and increase the likelihood of commercial, legal or regulatory risks.

2. Assess the alternatives

Offer realistic assessments of the alternatives to engaging a secondee lawyer, such as:

- reducing or stopping existing/planned work
- delaying or cancelling projects or other resource-intensive initiatives
- identifying potential commercial, legal or compliance impacts
- incurring expenses to outsource more work to law firms

3. Prepare a strong business case

Clearly articulate the benefits of using a secondee lawyer, such as filling gaps, providing necessary support to other departments, addressing a skills shortage and reducing external legal expenses. Use real-life examples and any available data to strengthen your argument. Show clearly how adding a secondee lawyer aligns with the organisation's strategic goals and objectives. Articulate the cost and tangible benefits involved in a concise business case.

Here's a [handy template](#) to help you make a strong business case.

[Get in touch](#) if you need secondees to help share the load.

Resources

Discount on Front Foot Academy until August 30

We've created Front Foot Academy, a practical, on-demand course designed for in-house legal teams. Over ten modules, you'll learn how to bring a commercial mindset to legal. And see immediate results. Until August 30, you can get a **20% discount** using the code **LEVELUP**. [Click here](#) to preview the content for free.

Inspiration

A generous free summary

Ryan Holiday has sold more than two million copies in 30 languages. [Here](#) he outlines his book, *The Obstacle Is The Way*, in 18 minutes. A perfect sampler for the time-challenged!

Thanks for reading,
Dave, Francesca and the Front Foot Team

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4 "Being first to ask for help in a friendship takes courage and humility." – [Afton Rorvik](#)