

BEST Workshops

Empowering your team to
succeed while working virtually

Global

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What's our current reality?

Working virtually comes at a cost.

What we're experiencing is unprecedented.

It's also universal, and with important differences by generation.

These changes impact lawyers and legal teams in unique ways.

£35 billion

Estimated cost of declining mental health in the workplace (2020)

In the UK: **69%** of employees said their employer is not offering ways to improve well-being.

Millennials: What are the top three causes of burnout during the COVID-19 crisis?

- Working longer hours (**59%**)
- Inability to separate work and personal life (**42%**)
- Uncertain job market (**33%**)

Workforce 50+:

48% reported an inability to take “a proper break” since March of last year.

In the US: **69%** of workers acknowledged COVID-related burnout.

How can we help?



We're a partner in your success.

YOUR CHALLENGE:

Success in new ways of working requires a shift in skillsets (e.g., collaborating virtually) and, more importantly, mindsets (e.g., embracing change).

“My team is working really hard, but we could use a little bit of a reboot.”

“Our team makeup has shifted since last year; we aren't as close or as in sync as we used to be.”

“We are working virtually, but are we doing it right?”

You want to curate experiential learning opportunities

so that participants can feel

Confident
Connected
Empowered

through an experience that is

Interactive
Collaborative
Beneficial

and reflects your

Goals
Values
Mindsets

as a forward-thinking leader who is invested in its people.

OUR SOLUTION:

Entrust us to solve your toughest teaming challenges by putting our expertise, creativity, and collaborative capability to work.

That's why we created our **BEST Workshops**, a four-factor recipe for virtual success, designed specifically for lawyers and legal teams.

We'll work with you to ensure your goals are met. We'll deliver a virtual experience that is memorable, insightful, and with long-lasting value. We'll equip participants with a sense of empowerment, an expanded toolbox for success, and an understanding of their mission, priorities, and the opportunity ahead.

Our expertise:

Upskilling through virtual workshops

CLIENT

Various

DATE

Ongoing

ATTRIBUTES

Communication



Culture



Empowerment



FEATURES

One, two, or three-session options, all fully customised to the team's makeup, needs, and goals

In response to the changing ways of working, we developed the BEST Methodology: a four-factor recipe for virtual success, designed specifically for lawyers and legal teams.

Drawing upon our award-winning expertise in building collaborative cultures, top notch facilitation skills, and pioneering use of technology, we designed and continue to deliver customized workshops for legal and professional service teams around the globe.

Our **BEST Workshops** produce tangible and immediate impact by helping participants from a wide range of backgrounds, experiences, and job responsibilities work better together.

Each workshop is custom-tailored to meet the needs of your team.

Topics covered for lawyers and legal teams include:

- Virtual teaming
- Virtual collaboration
- Virtual presentation skills
- Inclusive leadership
- Feedback (giving, receiving, actioning)
- Cultural competency
- Inclusive team culture
- Independent thinking
- Consensus-building
- Emotional intelligence
- Curiosity
- Effective communication
- Networking
- Resilience
- Culture creation
- Problem solving
- Need finding
- Design thinking

...and more!

Creatively solving your challenges

One session for success



BEST WORKSHOP

This is our classic single-session offering for teams looking to recharge their virtual collaboration skills. It focuses on four key areas: Brain (psychology and science), Energy (how to create, monitor, and moderate it), Space (curating and building a physical and virtual environment), and Team (setting expectations, navigating challenges, and more). It is best suited for small teams who are looking for a quick yet effective reset.

Our BEST Workshop, initially launched in Spring 2020, has been updated and revamped to meet evolving needs as the year has progressed.

Deliverables:

We'll deliver:

- One 90-minute workshop
- Up to 25 participants
- A 30-minute pre-workshop planning call

Price:

We will prepare for and deliver a single BEST workshop for **£3,500 + VAT**.

Optional: Include an additional followup dialogue, including key takeaways, insights, and recommendations, for a total of **£4,000 + VAT**.

What's next?

We know that one short session works, but it may not be enough.

We've heard your needs, and built on our basic offering to create a more intensive, value-driven, effective solution....

Creatively solving your challenges



Two sessions for success

TWO-SESSION WORKSHOP SERIES

Rooted in our BEST methodology, this is a customised, high-impact, interactive two-session set that provides double the opportunity to explore and progress your team's strategic challenges. Each session is a combination of exercises and substance, and led by our uniquely experienced team of facilitators: lawyers with a passion for empowering legal teams to succeed.

Why two sessions? In the current work climate, stress and isolation are at all-time highs. The need for connection, confidence, and true collaboration is deeper than ever. **By scheduling two sessions, participants have a dedicated pair of high-energy, positive opportunities to engage in creative, skill-building, team bonding exercises to look forward to—think of it as a roadmap to growth, learning, and positivity.** Participants will work as a whole and in smaller groups to develop individual and collaborative strategies for success, and assess and measure progress in real time.

What will each session cover? While collaboration, culture creation, and developing a growth mindset are consistent themes throughout, the two sessions will introduce and develop strategies for success. For example:

Session 1: Foundation

We'll cover: Creating a team identity, understanding brain mechanics behind resilience, inclusive leadership, basic virtual communication strategies, understanding and supporting diverse work styles

Session 2: Progress

We'll revisit highlights from Session 1, and we'll also cover: Emotional intelligence, virtual networking, giving, receiving, and actioning feedback, presentation skills, embracing curiosity, revisiting and refreshing team identity, future goal setting

Additional topics:

Looking for something else? We've got a rich repertoire, and can also cover topics like intrapreneurship, independent thinking, cognitive bias, problem solving, need finding, design thinking, cultural competency, and more.

Creatively solving your challenges



Two sessions for success

TWO-SESSION WORKSHOP SERIES

Deliverables:

We'll deliver:

- Two 90-minute workshops
 - Each workshop will have up to 45 participants from your team
 - Ideally, the same set of participants attends both workshops
- A set of observations, takeaways, and learnings following the workshops with your team

Process:

- Customisation is key to making our workshops effective. Want to swap out topics or sessions? No problem!
- To plan, we'll schedule an hour-long workshop with project stakeholders and leaders to plan content, timing, and participant groups.
- Leave the heavy tech lifting to us. We'll work with the tools familiar to your team to deliver the best collaborative experience.
- We speak your culture! Like prereading? Love to avoid it? Let us know—we will work in the way that best works for you, your team, and your goals.

Price:

Effective, tried-and-tested, engaging virtual experiential learning is hard to come by, in demand, and at a premium. Trust in our nearly ten years of experience as pioneers in the field.

We will prepare for and deliver the set of two workshops for **£8,000 + VAT**.

Creatively solving your challenges



Three sessions for success

THREE SESSION DEEP DIVE SERIES

Rooted in our BEST methodology, this is a customised, high-impact, interactive three-session series to take an even deeper dive into exploring and progressing your team's strategic challenges. Each session is a combination of exercises and substance, and led by our uniquely experienced team of facilitators: lawyers with a passion for empowering legal teams to succeed.

Why three sessions? In the current work climate, stress and isolation are at all-time highs. The need for connection, confidence, and true collaboration is deeper than ever. **By scheduling three sessions, participants get a higher degree of consistency and opportunities to engage in creative, skill-building, team bonding exercises to look forward to—think of it as a roadmap to growth, learning, and positivity.** Participants will work as a whole and in smaller groups to develop individual and collaborative strategies for success, and more sessions mean more opportunities for participants to work with and get to know each other.

What will each session cover? While collaboration, culture creation, and developing a growth mindset are consistent themes throughout, the three sessions offer a longer-term, broader opportunity to develop key skills for success. For example:

Session 1: Foundation

- Creating a team identity
- Understanding a growth mindset
- The why, how, and what of goal-setting
- Brain mechanics behind resilience, problem-finding, and collaboration
- Basic tools for virtual communication and collaboration success

Session 2: Progress

- Understanding and embracing diverse and inclusive learning and work styles
- Enhancing leadership across levels
- Strategies for giving, receiving, and actioning feedback
- Advanced tools for virtual collaboration success

Session 3: Looking ahead

- Understanding and building emotional intelligence for legal teams
- Developing virtual networking skills that make a difference
- Reviewing lessons learned and progress towards goals

Creatively solving your challenges



Three sessions for success

THREE SESSION DEEP DIVE SERIES

Deliverables:

We'll deliver:

- Three 90-minute workshops
 - Workshop cadence TBC based on client (e.g., once a month for 3 months, once every 2 weeks for 6 weeks, etc.)
 - Each workshop will have up to 45 participants from your team (and, ideally, the same participants attend all three workshops)
- A set of observations, takeaways, and learnings following the workshops with your team (i.e., What did we pick up on? What were key quotes/feedback given? Where are there opportunities for continued growth?)

Process:

- Customisation is key to making our workshops effective. Want to swap out topics or sessions? No problem!
- To plan, we'll schedule an hour-long workshop with project stakeholders and leaders to plan content, timing, and participant groups.
- Leave the heavy tech lifting to us. We'll work with the tools familiar to your team to deliver the best collaborative experience.
- We speak your culture! Like prereading? Love to avoid it? Let us know—we will work in the way that best works for you, your team, and your goals.

Price:

Effective, tried-and-tested, engaging virtual experiential learning is hard to come by, in demand, and at a premium. Trust in our nearly ten years of experience as pioneers in the field.

We will prepare for and deliver the series of three workshops for **£12,000 + VAT.**

Feedback



How have BEST Workshops helped legal teams?

“Like therapy for the legal team, but better!”

- Client, challenger bank

“A high-energy session!”

- Participant, global bank

“I always think about your session and it brings a smile to my face.”

- Participant, global bank

“[Six months later,] energy levels are still super high, and this is a byproduct of your session. The team identities have stuck, which is amazing!”

- Participant, global bank

How will your team benefit?

Three options to creatively recharge your team



Customised, tailored, and proven

How's your team doing?

- What kind of culture-building activities have you undertaken?
- What's working well, and what could be working better?
- How smoothly are you teaming and collaborating?
- How well do you know your team's needs and goals in new ways of working?
- Do you have the momentum needed to succeed in 2021?

What's the Simmons difference? An expert-driven fully customised proven methodology, designed and delivered by lawyers for lawyers and legal teams

Sessions	Time	Cost	Great for...
1	90 min.	£3,500 + VAT	Teams needing a quick reboot, a positive activity, a quick and creative experience
2	180 min. (2 x 90 min.)	£8,000 + VAT	Teams wanting to set goals, revisit progress, and nurture growth
3	270 min. (3 x 90 min.)	£12,000 + VAT	Teams seeking a deep-dive into upskilling and optimising their individual and collaborative capabilities

About

Simmons Wavelength

Simmons Wavelength operates at the intersection of law, data, and design. We are the home of legal engineering at Simmons & Simmons.

For more information on **BEST Workshops**, contact:



Erika is a lawyer, culture creator, and award winning innovator who specialises in facilitating collaboration in legal and professional service teams. She has over a decade of experience designing and delivering successful workshops.

Erika Pagano

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About your BEST Workshops Team

We are a multidisciplinary, dedicated, and diverse team that puts into practice our passion for law, technology, and design.

We have degrees in law, science, languages, and more. Our experience as educators and innovation leaders at some of the world's largest firms and corporations has taught us how to facilitate, get feedback, and empower change.

Our experience as professors, cheerleaders, jugglers, and humans living across 10 countries has taught us how the world, our clients, and their customers work.

We look forward to collaborating with you.

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