

# MODERN LAW



**P06** Farrer & Co  
on People,  
Culture and  
Collaboration

**P10** The  
Culture  
Question  
with Claire Smith

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With...  
Kate Doody, GBH Law

The race for talent has never been more competitive than in 2025 and is felt in almost all areas of practice, so, why should you train your staff?

It's clear that employer support is vital in the race to secure and retain talent, with many of our law firm partners highlighting the difference this has made to their teams.

Vicki Redman of Switch, the property arm of Shoosmiths, says "It's really hard to recruit and therefore training the good people that you've already got from within is even more important than it's ever been before. Being able to offer not just a job, but maybe offer a career and a path to qualification definitely helps."

Kevin Rogers, Partner at Wilson Browne Solicitors, says: "From our point of view, we want lawyers. So we have to invest in trainees, love our trainees. What we want is to show them our investment and ensure they stay with us when they qualify because there's no point disappearing down the road to someone that wouldn't invest in them." Investing in employee qualifications not only helps attract but also retains talent and has the added benefit of reinforcing the existing firm culture.

#### How can law firms offer the right training for their people?

On running SQE, CLC and CILEX routes across his full-service firm, Kevin Rogers told us, "It's not easy, but with the flexibility from Law Training Centre, I know that people will get quality training at a pace and a time that they dictate."

For notary training, Sophie Milburn, Senior Partner at Saville & Co. Scrivener Notaries says, "We have a rolling trainee notary programme with a permanent open vacancy. We have found that the courses with Law Training Centre are the most accessible route to become a notary. It provides that flexibility that is crucial when they are working at the same time as studying."

The choice available today means that leaders can choose exactly how they want to develop their talent, be it a focused pathway or a broader training programme.

Boys & Maughan Partner Richard Durrant's view when training for his conveyancing department follows this idea, highlighting the importance of specialised training for specialised lawyers: "We tend to put people on the CLC courses because it's very specific. If I was qualifying again, I'd do the licensed conveyancer's course because I'm a conveyancer. That's tailor-made."

## "EMPLOYER SUPPORT IS VITAL IN THE RACE TO SECURE AND RETAIN TALENT"

#### Supporting employees from within

Having the right mindset and training partner is key. Richard Durrant notes, "With Law Training Centre, they've got someone on hand to help them. When I did mine 20 years ago, it was a bit different – there was nobody on hand to sit and talk to. There was nobody at the end of the phone."

The flexibility also helps the firm secure talent it otherwise wouldn't, notes Vicki Redman: "We've got a lot of people where maybe the traditional routes wouldn't suit them, but having that on demand, completely online, flexible learning means that those people who maybe in the past wouldn't have been able to study are now able to."

The choice available today means that training and development for firms of any size is more accessible than ever before. Financially, all routes discussed here, when delivered by Law Training Centre, cost less than a year's university fees, and often less than a recruiter's placement fee. With the right partner any firm can tailor training and development for a win-win outcome for both firm and employee.

If you need advice on navigating the many training options from the experts in all the major routes, Law Training Centre's Legal Talent Development Team is on hand to support your firm. See how we can help you by visiting our website.



**Dino Dullabh,**  
Director of Strategy, Law Training Centre  
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## 10 Minutes With... Kate Doody



#### Q What is your most memorable achievement whilst working in your current role?

Completing on a deal is always memorable (especially the complex ones which are on a tight timetable!), but the thing that immediately springs to mind is the way that we got everyone up and running at home when Covid hit. Before 2020 only the directors had the ability to work from home but within a couple of weeks, and before the lock down, we had almost everyone set up and able to work remotely which meant that we were able to continue to complete deals and service clients without interruption. It was no mean feat- and a lot of long hours- but it made a real difference to our team and our clients.

#### Q What has been the most valuable piece of advice you have been given?

When I was a first seat trainee, I mistakenly sent out some documents, which caused big problems for the client. I remember my supervisor at the time telling me that almost everything can be fixed. I try to pass that advice on to more junior colleagues (as well as my children!)- it's horrible when you make a mistake, but almost everything can be fixed provided you own up to the mistake as soon as you realise it.

#### Q What has been the key positive or negative impact of change in your area of the market?

I would say that technology is (and will continue to be) the biggest driver of change in the corporate space. Even since I started at GBH Law we have come a long way in improving our processes through using technology: Docusign is now the usual way to complete on a corporate deal, Teams calls are the norm, and sending out a "bible" of documents on a CD or usb stick (or hard copy!) is now a thing of the past! Technology and AI will never replace lawyers, but I strongly believe that using it in the right way will, ultimately, make us all better lawyers.

#### Q If you were not in your current position, what would you like to be doing?

Skiing! If I wasn't a lawyer and money wasn't an object I'd love to own a luxury chalet in the French Alps, and spend my time hosting friends and family, skiing in the winter and walking in the summer months.

#### Q What three items would you put on display in a museum of your life and why?

This is a tricky one! First, I think I'd put my hard won three-star ski badge from French ski school in there as a reminder of family ski holidays. We always went to the same resort, twice a year, every year from aged 2 and as children we were "encouraged" (read forced!) to join the French ski school classes, despite the instructors not really speaking English and taking a very no-nonsense approach!

Secondly, I'd add my University of Manchester pass and first work pass from Ashurst (hopefully that counts as one?!) as a reminder of those Uni days, which culminated in a Law and French degree and a training contract in a City law firm.

Finally, I'd put the keys to our current house, where I live (in happy chaos most of the time!) with my husband, two girls (now aged 7 and 10) and a slightly barmy flat-coat retriever. We moved out of London in 2013 and have found a fantastic community in our village, with easy access to London still, but plenty of fresh countryside air for weekend walks.

#### Q What three guests would you invite to a dinner party?

Ohhh, I love a dinner party! For a good conversation, and plenty of stories, I'd invite:

Michael MacIntyre  
The late Queen Elizabeth II  
Judi Dench

**Kate Doody,**  
Solicitor and Director of GBH Law