



“ Our stories

The reason these stories are so important is because it really does symbolise what make Shoosmiths tick as far as people are concerned. It's that opportunity to say “Yeah I really fancy doing something different and I'm really prepared to put the work in and want to have a go”. And we're allowed to have a go, we're given that freedom. That freedom extends to other areas as well and I think for a lot of people, particularly at the more senior level, the thing that gets us out of bed in the morning is that I can come to work and I can really make a difference. I can really see how I've added something to Shoosmiths and feel really good about it. And on a bad day not so good about it, but the whole idea is that we can feel we've done something pretty special and that's what you can do in Shoosmiths. The room, the freedom to run with an idea, to pick it up, to move it on, to be allowed that freedom to develop something that could have significant impact is fantastic. But it's not just that opportunity it's the support that one's given. The fact that if it does go slightly wrong you're not trampled all over but you can pick yourself up and move and keep going. Let's face it, when we're having a good day and flying high none of us need support, it's when it all goes wrong, and this is a people business and we're dealing people to people and you can have a bad day. But the really important thing is that there are people there on those hard days to give you the support and encouragement that we all need. And that's what makes it really special.

Learning and development

Each of us has got our own idea about where we want to take our career. That might mean that we want to do just a few hours a week and stay at the same level for a considerable period of time for whatever reason. Some of us want to drive hard, drive forward and make the most out of our careers and what I hope that we can do here at Shoosmiths is provide you with a level of support depending on where you want to take your career and how you want it to develop. We can help you achieve it. That might be some personal counselling, it might be some coaching on career development, it might be some technical or skills training, it might be a masters, it might be going to Warwick business school and learning all about latest strategy and technique. Whatever it is we are sufficiently flexible here at Shoosmiths to hopefully deliver individual packages of learning to people. It's not about sheep-dip, it's not about everybody doing the same thing. It's about recognising that each individual wants to add something different and unique to the success of Shoosmiths and that our learning will want to support you in whatever role you want to undertake.”

Louise Hadland
HR & FM director