



 LONDON AND DUBLIN OFFICES



A different approach...



...to law.

About Us

GQILittler is a leading specialist law firm for employers, with offices in Dublin and London.

We are part of Littler, the largest employment law practice in the world, with over 1,600 lawyers operating seamlessly across 25 countries. However, we operate independently, applying a unique business model that is designed to deliver the best results for our clients, and to bring the very best out of our team.

“In order to be irreplaceable one must always be different.”

Coco Chanel



Our Expertise

We advise employers on all issues relating to the workplace, including employment law, industrial relations and data privacy. We have particular expertise in dealing with complex, business-critical issues such as:

- Workplace-related High Court litigation, including employment injunctions, restrictive covenants, confidential information, poaching and team moves
- High-stakes WRC and Labour Court litigation, including discrimination and whistleblowing
- Business restructuring, insolvencies and large-scale redundancy programmes

- Strikes, lay-offs, industrial action, industrial relations, collective bargaining and EWC issues
- Executive/senior employee hiring and firing
- Complex multi-jurisdictional HR projects
- Employment law aspects of M&A transactions, outsourcing, insourcing and off-shoring

We specialise in the type of work that is typically carried out by leading full-service firms. However, it's not the type of work that we do that sets us apart from those firms, but rather how we do it.

A New Type of Law Firm

GQ|Littler was set up as a new type of law firm, one that is dedicated solely to the needs of employers. Our firm is made up of employment lawyers from leading law firms who each, at some point, concluded that there must be a better way to assist clients compared to the inefficient, overstaffed, hourly target-focused approach that is typically a feature of big law firms.

Providing a credible alternative to the big law firm model for resolving difficult workplace issues quickly, simply and cost-effectively is the basis on which GQ|Littler was founded, and it continues to be the driving force of the firm.

We bridge the gap between large, high-cost full-service firms and smaller firms that offer a more commoditised service at a lower cost, but which have less experience of dealing with complex, business-critical matters. We offer a third way - a premium international boutique.

A Different Approach

We believe that our approach offers something completely different to any other firm in the market. This is how we do it:

“The thing I have learned is that culture is everything.”

Lou Gerstner

1. Lawyers with a proven track record of handling the most demanding issues

All of our lawyers have experience in working with leading full-service firms in Dublin or London. Our ability to attract top quality lawyers from these firms ensures that you get first-rate advice, while the unique approach that we take to compensation and development means that our lawyer retention rates are unrivalled.

This means that you can forge long-term relationships with lawyers who know you, your values and your risk appetite, while our lawyers can focus fully on your interests rather than on personal hourly and billing targets that incentivise inefficiency.

2. Understanding your business objectives

Clients tell us that, above all, they want a clear way through the complexities of employment law. We understand that in employee relations issues, legal risk is only one element. The psychology of the relationship with the employee and other risks such as PR, cultural and regulatory risk are just as important to your business.

We simplify the maze of regulation and view issues in a pragmatic way, going beyond purely legal considerations, to resolve complex issues and disputes. We partner with you in an integrated way and act like an in-house lawyer to help you achieve your business objectives.

3. Practical strategies and tailored solutions, not lists of options

We spend time understanding your priorities and business objectives so that we can give you recommendations, not just a range of options. However difficult a situation, our experienced, approachable lawyers will recommend practical strategies and tailored solutions to match your risk appetite and values.

4. Partner-led approach

The service we offer requires high quality lawyers who have the commercial outlook and awareness to provide practical advice in a risk-based way. Compared to most firms, we have a very different ratio of senior to junior lawyers, which enables us to provide a genuinely partner-led service, supported by talented junior lawyers to ensure cost-effectiveness.

5. A genuine commitment to alternative fee structures

When it comes to pricing, we provide you with certainty, fair value for money, and a choice in how you are charged. We can offer our own unique volume based fee arrangements, and are happy to discuss any alternative fee structures with you.

If you prefer a traditional hourly rate model, our business model means that you will work with lawyers who have the proven track record and experience of working in “big six” law firms, but whose hourly rates are 15-20% lower than those firms.

6. A boutique firm with global reach

We can provide a seamless global offering – providing one single point of contact for our clients’ local and international employment matters. We offer the best of all worlds – the personalised service and local expertise of a boutique firm, combined with the global reach and resources of the largest employment law practice in the world.

Contact Us

If our different approach appeals to you and you would like a more personalised service from our expert team, please get in touch with one of our Dublin partners:



Partner and Head of Dublin Office **Niall Pelly** leads the firm's Irish office and has been recognised as "an absolute standout adviser" on all aspects of Irish employment law, and as being "professional, accessible, pragmatic and great to work with".



Partner **Darren Isaacs** works across both the London and Dublin offices and specialises in all aspects of employment and data privacy law and has been recognised as "responsive, commercial, precise and understands the business. He is great at working with lawyers in other jurisdictions to provide succinct advice."



"Change is the law of life. And those who look only to the past or present are certain to miss the future."

John F. Kennedy

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GQLittler is the collective brand for our London and Dublin offices and is a trading name for GQ Employment Law LLP. Any reference to a partner in relation to GQ Employment Law LLP is to a member of GQ Employment Law LLP or an employee or consultant with equivalent standing and qualifications. A list of members and of non-members who are described as partners is available for inspection at the registered office, 21 Ironmonger Lane, London, EC2V 8EY / 24 Fitzwilliam Place, Dublin, D02 T296, Ireland. GQ Employment Law LLP is a member of Littler Global – see www.littler.com/legal-notice.