



GLOBAL EMPLOYMENT LAWYERS



A different approach...

*"In order to be irreplaceable one must always be different."*

Coco Chanel

...to law.

# DIFFERENT

Clients and the market in general tell us that the established way of providing employment and partnership law advice fails to meet the needs of the modern client.

So we have designed a new type of law firm, one that is 100% focused on your needs and best interests.

The result is a dynamic, entrepreneurial team of experienced, market-leading lawyers with one focus:

*practical, user-friendly solutions to any people issues/disputes, tailored to your risk appetite and values.*



Traditionally, as a client you have had to choose between:

- the perceived security of big full service firms, while putting up with the higher costs and a more commoditised service; or
- the more personalised service of smaller firms, but questioning their expertise to handle complex or high-value issues.

GQ|Littler bridges the gap and offers a third way: **a premium international boutique.**

As part of the largest employment law practice in the world with over 1,500 lawyers we really offer the best of both worlds.

Our market-leading experience and expertise enables us to combine the capability and track record of the employment and partnership law teams in big full service firms with the dynamism and highly personalised, highly responsive, partner-led service of a boutique.



However difficult a situation, our experienced, approachable lawyers get off the fence to recommend practical solutions that match your risk appetite and values.

*“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

# PERSONALISED





# SIMPLIFIED

*“Simple can be harder than complex: you have to work hard to get your thinking clean to make it simple. But it’s worth it in the end.”*

Steve Jobs

Clients tell us that, above all, they want a clear way through the complexities of employment and partnership law.

So we simplify the maze of regulation and view issues holistically, going beyond purely legal considerations, to resolve complex and high-value issues and disputes.

Our main areas of focus are:

- Discrimination and whistleblowing.
- Team moves and restrictive covenant disputes.
- LLP and partnership disputes.
- Boardroom disputes and executive hiring and firing.
- Resolving difficult day-to-day HR issues.
- The people aspects of business sales and outsourcing/insourcing.
- Change programmes, business restructures and redundancy exercises.
- Pay structuring, regulation and disputes.
- International HR projects.
- Employee Incentives and Tax.
- Immigration.

We have ignored the traditional law firm set-up to develop a culture that attracts and retains the most talented lawyers.

We believe in hiring the best lawyers in the market and empowering them to create practical (and sometimes novel) solutions to whatever employment or partnership law issue you may face.

We provide our people with the flexibility to manage their working lives, involvement in the development of our business and the opportunity to share directly in our profits. We have also abolished billable hours targets.

You benefit because:

- Everyone in our team is fully engaged and committed to our collective pursuit of excellence.
- Our ability to attract and retain top quality lawyers ensures that you get first-rate advice and forge long-term relationships with lawyers who know you, your values and your risk appetite.
- Our lawyers are focused 100% on your interests rather than on their hours targets.

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

Lou Gerstner



# EMPOWERED





*“It is the service we are not obliged to give that people value most.”*

JC Penney

# INTEGRATED

Whether you are a global organisation, a start-up company or an LLP or partnership, we'll go the extra mile for you.

We partner with you in an integrated way and act like an in-house lawyer to help you achieve your business objectives rather than a service provider just telling you the legal position.

Our clients span a range of sectors and sizes, both in the UK and overseas. Our track record enables us to resolve issues across all sectors, including:

- Financial Services and Insurance.
- IT/Technology.
- Pharmaceuticals and Healthcare.
- Mining and Oil and Gas.
- Real Estate.
- Retail and Leisure.
- Media and Sport.
- Professional Services.
- Luxury Goods.

At an international level, we work with our colleagues within Littler, which has over 1,500 lawyers worldwide and is the world's largest specialist employment law firm.

We can also introduce you to our network of other leading legal and professional advisers if you need support beyond our own expertise.

We are widely regarded as leaders in our field and our approach has been recognised by the leading legal directories and awards.

However, the best advert for the work we do is the feedback we get from our clients and how willing they are to recommend us.

Here's what some of our clients say about us:

*“Commercial, responsive and cost effective.”*

*“Good common sense advice, not just a recitation of the law.”*

*“A very friendly team who take the time to find out about your business, this helps them advise me in a commercial sense, not just a legal one.”*

*“Commercial approach is extremely helpful and responsiveness is always brilliant.”*

*“Lots of partner involvement so greater assurance over quality of advice.”*

*“So strong on the psychological side.”*

*“We all need people who will give us feedback. That's how we improve.”*

Bill Gates



# RECOMMENDED



If our different approach and the expertise we have to offer appeal to you, one of our team would be delighted to discuss your needs further.

Our contact details are:

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*“If everyone is moving forward together, then success takes care of itself.”*

Henry Ford



# OPEN



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