



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 more than 1,600 lawyers across 25 countries, 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:

- High-value Employment Tribunal litigation including discrimination and whistleblowing.
- High Court litigation (relating to team moves and restrictive covenants).
- LLP and partnership disputes.
- Boardroom disputes and executive hiring and firing.
- Diversity and inclusion in the workplace (including training)
- Resolving difficult day-to-day HR issues.
- The people aspects of business sales and outsourcing/insourcing.
- Change programmes, business restructures and large-scale redundancies.
- Pay structuring, regulation and disputes.
- International HR projects.
- Employee incentives and share schemes.
- Immigration.
- Employment tax, including IR35 expertise.
- Trade union, industrial relations, collective bargaining and Works Councils.
- Mental health in the workplace.

For more detailed information please [click here](#) »

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.
- We offer flexible working and part-time arrangements.

*“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, the world's largest specialist employment law firm with more than 1,600 lawyers across 25 countries.

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:

*"One of the big advantages of working with an employment law firm like GQ|Littler is their global footprint."*

*"A true employment specialist providing commercial and pragmatic advice."*

*"What makes the service even better is the fact that they know and understand the complexities of our business so well as if they were an extension of our team."*

*"The whole team can be relied upon to give commercial, pragmatic advice and are highly responsive with a quick turnaround time. They are a pleasure to work with and are almost an extension of our HR team at this point!"*

*"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:

**London Office**

21 Ironmonger Lane, London  
EC2V 8EY, United Kingdom  
T · +44 (0)20 3375 0330

**Dublin Office**

24 Fitzwilliam Place, Dublin,  
D02 T296, Ireland  
T · +353 1 592 4042

E · [info@gqlittler.com](mailto:info@gqlittler.com)  
W · [www.gqlittler.com](http://www.gqlittler.com)

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

Henry Ford



# OPEN

> CALL US ON +44 (0)20 3375 0330

21 Ironmonger Lane, London EC2V 8EY

[info@gqlittler.com](mailto:info@gqlittler.com)

[www.gqlittler.com](http://www.gqlittler.com)

> CALL US ON +353 1 592 4042

24 Fitzwilliam Place, Dublin, D02 T296, Ireland

[info@gqlittler.com](mailto:info@gqlittler.com)

[www.gqlittler.com](http://www.gqlittler.com)

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](http://www.littler.com/legal-notice).