



Our vision is:

- To be a trusted advisor to our customers

(We are building something, which we believe to be worthwhile; and which adds value to the lives, careers and businesses that it touches. We offer personal and career development to our people and try to build long-term relationships with our customers.)

- To create a business with an intrinsic value greater than the sum of its individual parts.

(Increasing long-term capital value is more important than short-term earnings.)

Our values are:

- Integrity

(We behave in a way, which is open handed, and straight forward.)

- Quality

(We try to be as good as we can. We constantly improve what we do. We will never be perfect and will make mistakes. When we make mistakes, we try to learn from them so we will not make them again. We try to build systems and processes to assure quality and consistency.)

- Professionalism

(We have high personal and professional standards and try to behave in a manner which is consistent with them.)

- Team work

(We do not pay commission on fees earned by individuals. We do not operate as individuals. We are a team and we value teamwork. We pay bonuses based on the performance of the business (now) or team (future). We have a range of experience and talent. We try to create an environment where everyone can perform at their best and contribute in their way to the performance of the business.)

- Long Term View

(We believe that we should take decisions affecting our customers and our business based on what is best in the long term.)



Our current focus is:

The Legal Services Market

We define that as:

- Private practice firms. (for practical purposes this essentially means solicitors practices. The Barristers sector of the market is not sufficiently commercially developed at present to be able to significantly access what we provide)
- Commercial organisations with an in house legal capability
- The Alternative Business Structures and mixed professional services entities likely to come into being after the Legal Services Act reforms are completed

Our Strategy is:

To offer a range of services into the Legal Services Market built around our strengths in 2 areas:

- People – Enhancing the skills, experience and knowledge of our customers

(whether by:

- moving individuals to new roles to add value to the businesses they join and enhance their careers
- enhancing the development of businesses through merger and acquisition
- providing training & development; or
- providing advice to add value to customer businesses)

- Information

(Using our resources and ability to access commercially relevant information to provide elements of that information to our customers to add value to their businesses)

Our Services are:

- Retained Search – Currently our core business
- Candidate led placement and career consulting
- Merger & Acquisitions between law firms
- In House recruitment
- Training & Development – developing the business skills of lawyers
- Strategic consulting – Particularly relating to people, strategy and innovation