



# Seven Surprising Trends During Covid



## 1. Tenders

*Lawyers Weekly* recently reported instead of a decrease in projects due to the pandemic, it appears there is an increase in tender and bidding activity. Coronavirus is forcing a more tech-focused approach which is good news for law firms that were innovative in tech in the pre-pandemic world.

## 2. Flexibility

Whilst there was already a shift towards more flexible workplace environments, Coronavirus has fast-tracked that for many law firms. Working from home will evolve to be the new normal, opening opportunities for lawyers to work nationally and will also be a welcoming relief to many parents and part-time lawyers. In a recent survey conducted by Elias Recruitment, 78% of respondents said they were equally as or more productive working from home than being in the office.

### **3. Technology**

Firms have quickly introduced new technology and systems to make collaboration and remote working efficient and secure. Many see that agile and well-managed law firms who invest in game-changing technologies will thrive and be better able to service clients in the post-pandemic legal market.

### **4. Staff Retention**

Many law firms have retained work and have not been required to cut down hours or their number of employees - notably Baker McKenzie. Practice areas such as litigation, employment law and family law have seen the least impact due to the pandemic.

### **5. Disruption**

Disruption is here - Lawyers Weekly reported a Practice Evolve survey that found 52% of firms believe disruption and end-to-end business change is the number one prediction for the legal profession going forward.

### **6. Loyalty**

Firms have realised the importance of their employees. [Gadens](#) has announced that they will be paying back the money they originally deducted from staff costs to their employees, as the financial implications were not as severe as first predicted.

### **7. Salaries**

Elias Recruitment's Legal Market Survey, conducted at the beginning of August, has found that 68% of the respondents had no change to their salary.

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