

HR With Guts

Putting People at the Top of the Boardroom Agenda

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The Role of the Human Resources Director - The Firms -

- Nearly 50 Responses from MPs and HRDs
- 58% of responses are from law firms and 16% from property companies
- 75% of responses are from UK headquartered firms and 25% from “Global” firms.

The Role of the Human Resources Director - The HRDs -

- 40% of HRD respondents have worked in PSFs for 10 years or more
- 47% of HRD respondents have a professional qualification

What Managing Partners Look For in an HRD

- University Degree, Professional Qualification, Sector Experience, & Specialist Experience
- An MBA is not seen as critical or desirable
- Vision and Strategic Thinking, Communication Skills and Change Management Skills are all deemed critical to the role of the HRD.
- The overwhelming majority of MPs do not see the HRD playing the role of an “internal regulator.”

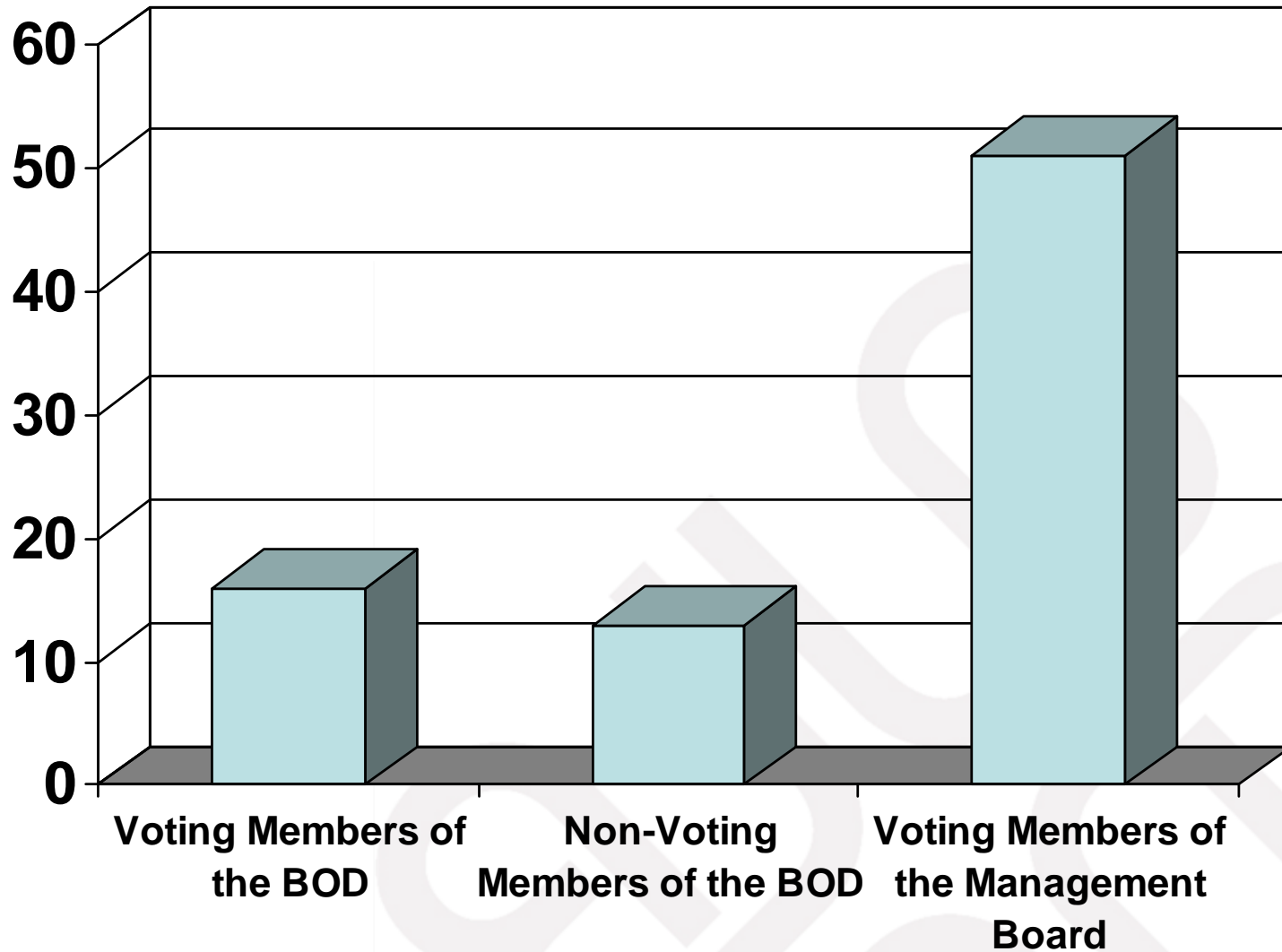
How HRDs Use Their Time

The vast majority of HRDs are spending 50% - 75% of their time on outward facing/communications responsibilities, with comparatively smaller amounts spent on managing the HR team itself.

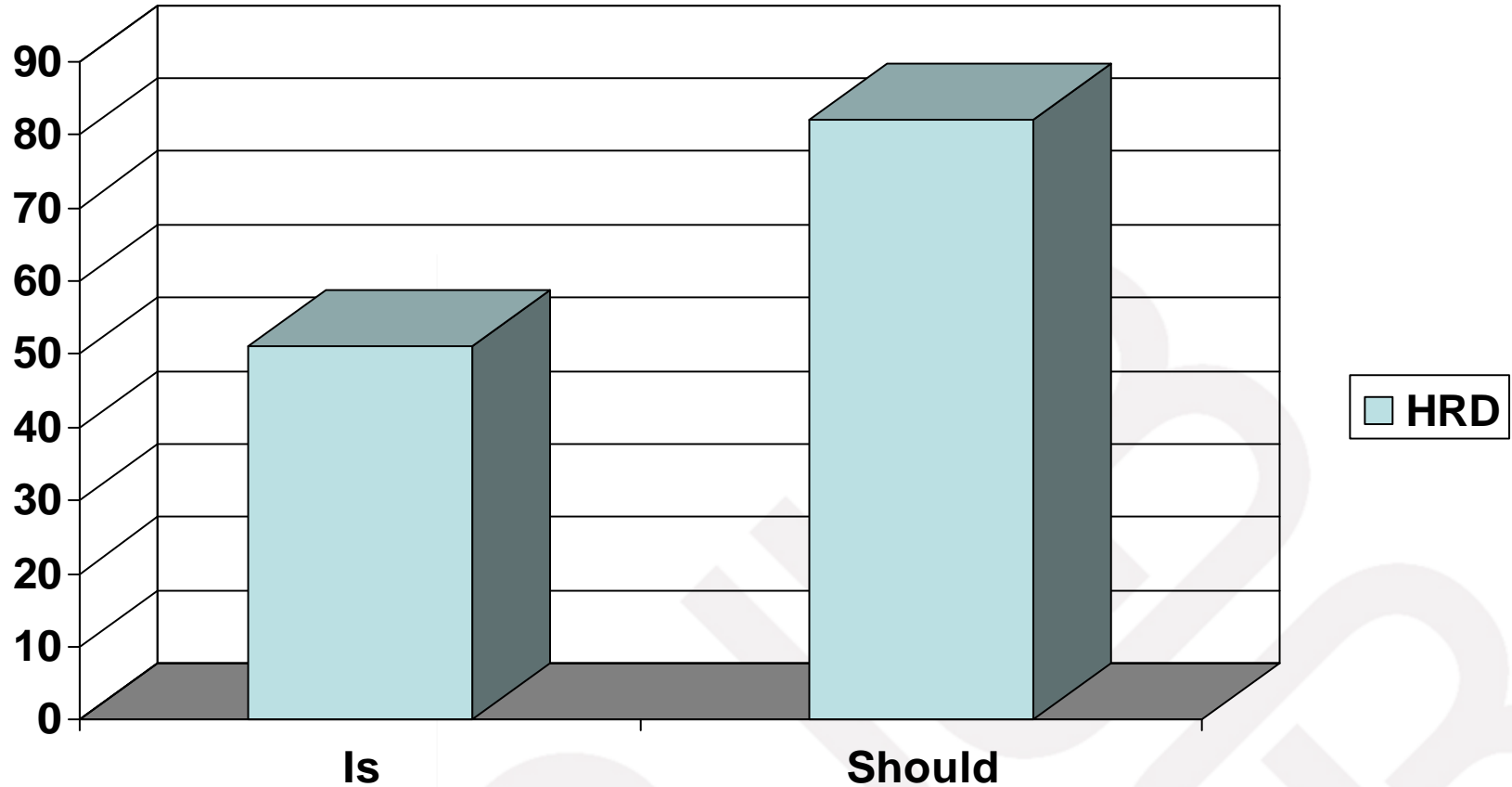
HR Costs

Less than 25% of PSF partners understand HR targets/measurables or costs.

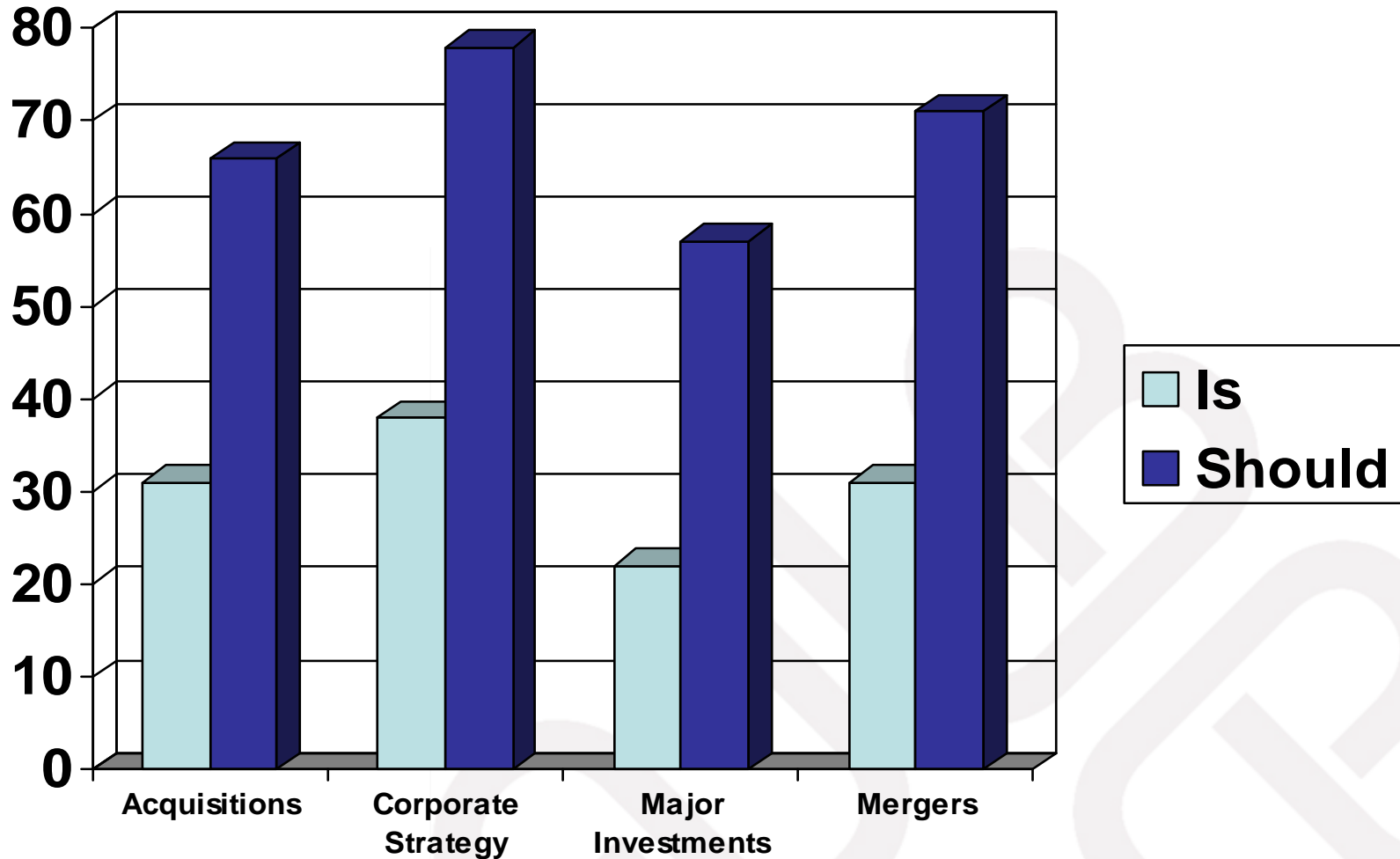
HRDs as Members of the BOD



Management Disciplines Influencing Strategic Direction



Strategic Involvement from the HRD



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