

EXAMPLES FOR THE TRAINER

The lawyers of our firm have undergone a life revolution in recent years. As a result of COVID-19, the perspective of work has changed quite a lot. Most of them ended up working remotely at home without the help of secretaries, assistants and junior specialists.

They had to start to manage on their own in certain spaces, and they only got help online from different teams. It was necessary to relearn how to act and work in a dispersed team. It is worth noting that dispersed teams work from two different perspectives. Employees can be located both in company premises and in their own houses (home office). In this case, the factor that increases the attractiveness of this form of work for the employer is the reduction of the cost of maintaining office space.

For the effectiveness of work in this type of team, it is crucial that employees are prepared for it through appropriate training and tested procedures. However, in Poland, until the forced isolation caused by the COVID-19 pandemic (March 2020), home working (work from home) was rare. Moreover, it was treated as an important motivator. The new reality was a complete surprise for the business market, forcing business entities to remodel processes and develop new methods of work.

The situation was unprecedented both in terms of scale and specificity. In the discussed example of a law firm, it was analysed which business processes can be performed remotely, and which ones can be optimised and improved.





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The actions taken resulted in the introduction of new, more effective and innovative methods of work. Some of the documentation was digitised, and an obligation to keep customer records encrypted in the cloud was introduced, so that every employee from anywhere in the world had access to the documentation and could perform their professional duties.

