Case Study: King & Wood Mallesons

How a law firm broke down silos and increased leadership capacity

King & Wood Mallesons (KWM) is a top-tier international law firm established in 1993, renowned for its client focus and world-class capability. With over 2000 lawyers in 30 global locations across China, Hong Kong SAR China, Japan, Singapore, Australia, Europe, the United States and the Middle East, it combines Western and Eastern perspectives to deliver incisive counsel.

KWM follows its principles of Quality, Empathy, Generosity, Clarity, Creativity, Dynamism, Trust, and Betterment with a simple purpose – to use their mastery of the law for the lasting prosperity of their clients, people and communities.

KWM has cross-regional and multi-disciplinary global teams who support clients in a virtual environment through their growing number of international cloud offices, incorporating deep local knowledge across a broad range of markets with a unique international platform and fusion of perspectives.

Challenge

King and Wood Mallesons are dedicated to their vision of being 'a great place to work and grow.' To that end, the organisation wanted to break down silos to enable greater efficiency, effectiveness and ideas sharing. In addition they were focused on the continuous development of leadership capabilities within their shared services teams to increase employee impact and the ability to implement new ways of working.

Solution

Participants were brought together to work both individually and together using a combination of online psychology-based self enquiry, human-centred group discussions and application of individual practices within the flow of everyday activities.

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Impact

After a 6-month developmental cycle with the MindNavigator system, King Wood & Mallesons achieved transformational results:

Testimonials

" *MindNavigator presents another way to how we learn with colleagues and as individuals with the mix of technology, discussion, and practical application. The approach brings greater awareness to development and learning, challenges how we think and enables further exploration and personal growth.*

- Rebecca Perry, National Manager People and Development

" *Makes you examine your own behaviour and assess what motivates you - and where there's room for improvement*

- Participant

RESULTS

100% of participants reported a reduction in siloed behaviour

90% of participants were experiencing greater levels of self-understanding

100% of participants reported greater flexibility in the way they were operating