

ARLYN RECRUITING

Bringing you the latest in Human Resources and Recruitment

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5 HR TRENDS TO KEEP IN MIND FOR 2019

Amber Tee & Brynn Danvers

With 2018 coming to a close, we reflect on the year and the evolving legal climate taking time to assess how these subtleties will influence trends in 2019. As managers or legal professionals, you may have already noticed the shift, whether it be the sudden increase in mental health awareness in law or the influx of international professionals in the city, these nuances will ultimately change the Vancouver legal landscape. Here are Arlyn Recruiting's Top 5 Trends that we believe will have the great impact on HR in 2019.

1) Diversity

It most likely comes as no surprise that as Vancouver becomes increasingly more and more **multicultural** over the years, we are now seeing an increase in international workers.

With the local legal market slowing down, and demands continuing to exceed the supply, **you might want to consider hiring** these international professionals who are normally qualified lawyers in their home countries. Consider a temp-to-perm strategy where the relationship with the candidate starts off with a short-term assignment that has the potential to lead to longer-term employment. You'll be able to see firsthand, how they tackle your assignments and projects and just how well they fit into your office culture

2) Flexibility

Autonomy is listed as one of the top factors for employee satisfaction. This could mean a myriad of things for an employee, but the broad definition, stands for employees looking to break free from the regular 9-5 job or the 'typical' model of a full-time job routine. With technology expanding at a rapid pace, booking boardrooms for meetings has become a thing of the past, and many duties can now be easily completed with just good internet connection. Four-day work weeks have also been proven to boost productivity amongst employees. **A New Zealand company** recently went permanent with the four-day work week after an experiment that has since gone viral. No matter the definition, higher levels of autonomy tend to result in an increase in job satisfaction, and a happy employee makes for a productive worker.

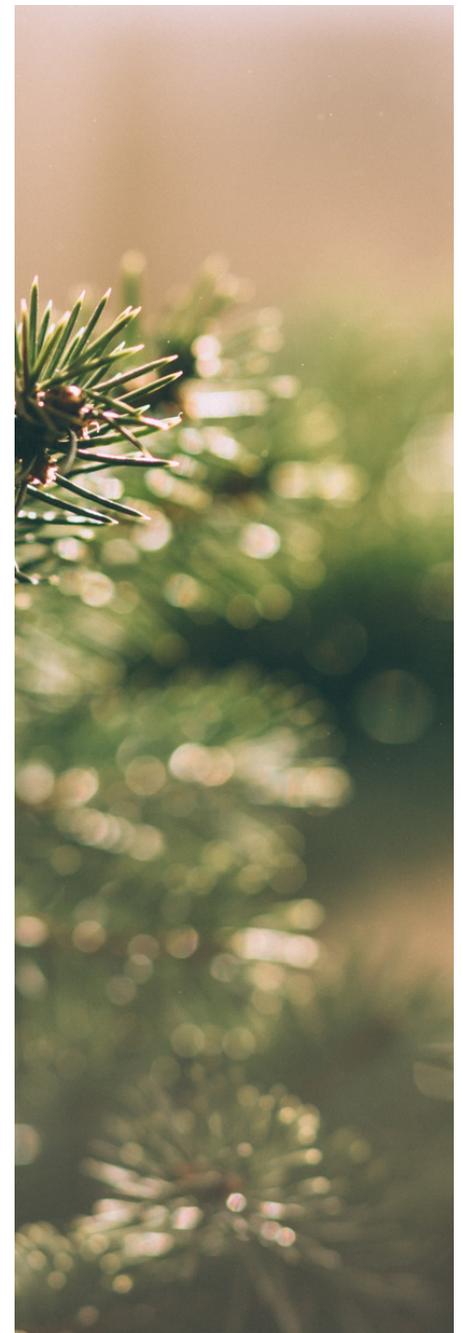
3) Leadership

It is not hard to believe that employees work better and more efficiently in environments where they feel trusted, respected and valued. **Micromanaging** can often lead to demotivated employees, a stifle in innovation, and a loss in opportunity for your employee to learn and create their own judgements. We find that this method of intense management and restriction can often lead to candidates expressing frustration and dissatisfaction. Instead, leading by example is a great way to enforce how a company wants their staff to behave and work. **By acting as a leader**, you will be able to better equip your team with the right tools for success, provide them with the opportunity to grow and retain employee loyalty, which will ultimately benefit your bottom line. As Steve Jobs says: "It doesn't make sense to hire smart people and tell them what to do; we hire smart people so they can tell us what to do."

4) Business Culture & Ethics

Now more than ever, with this **candidate driven market**, we find that creating a strong and relevant corporate culture is vital in differentiating your company against others organizations that provide similar services. Candidates are becoming increasingly more selective when it comes to joining a firm since they themselves are well aware that they are a "hot" commodity. With websites like Glassdoor that allow present employees to review their experience at

"With technology expanding at a rapid pace, booking boardrooms for meetings has become a thing of the past,"





firms they have either interviewed or worked at, it is critical that this change is made sooner than later. Therefore, **establishing a recognizable company culture and a set list of valued ethics**, can make you stand out significantly to future team members as well as reinforce the connections with existing ones. Try refining your current stance on what it means to be a member of your firm, create a culture that establishes a desirable identity for your firm, and most importantly take the employee experience seriously.

5) Social Responsibility

With society becoming increasingly more aware and responsive to social matters, it is our responsibility as business professionals to continuously adapt with the current social climate to ensure the safety of our staff, represent those who are unable to represent themselves, and listen to the needs of our team members. We see first-hand the effect this change has on staff members and should take responsibility in understanding the importance of increasing mental health awareness and recognizing social movements within our organizations. According to the **Precedent Magazine**, it is understood that “close to 28% of lawyers suffer from depression and 19% live with anxiety” disorders. Being aware and recognizing issues like these make your office more accommodating for the people you employ. Employees feel valued when they see their employer taking time to assist staff in overcoming certain obstacles in their life as well as acknowledging social movements in this post-Weinstein world.

Whether you lead a team of legal assistants, junior associates or even the firm itself, 2019 will see a major shift in workplace change and culture. According to research, the current job market is 90% candidate driven. That means you don't pick talent anymore, the talent picks you. There will be more of an emphasis on company culture, the employee experience, and a major change to what is considered the traditional workplace model. With the city of Vancouver continuing to diversify, this ultimately means an increase in international talent, meaning more opportunity for your firm to diversify your own pool of existing candidates.

From our 25+ years of recruiting for Legal Professionals in Vancouver, we have first-handedly seen these trends evolve; whether they be subtle or large, we understand the vital importance of adaptation to these shifts, and by making yourself aware, you'll be one step ahead of the game.

Click on links throughout the article for more information.



BCLMA Event 2018

Saying farewell to our senior consultant, Diane Cronk

*Thoughts and musings on
changing jobs,
pursuing passions and her time
here at Arlyn Recruiting.*

As we say farewell (but not goodbye!), to our senior consultant **Diane Cronk**, we learn more about her next steps in life, her thoughts and musings on pursuing one's passion, changing jobs, and a look back on her times here at Arlyn.

1. Where will you be going next?

Now that I have completed my Master of Arts in Counselling Psychology at the beginning of this year, and more recently having obtained my Registered Clinical Counselling designation (RCC #15790), I will be joining an established counselling practice as an Associate at **Dr. Bolgar's** clinic in Langley. Dr. Bolgar offers primarily Family, Individual, Marital and Relationship Therapy as well as Mediation Services. I will offer therapy to **working professionals** who are struggling with **burnout, relationship concerns, career transitions, depression and/or anxiety** just to name a few. My profile should be up shortly on her website as I start with them on January 2, 2019. *I would welcome business from those within law firms as undoubtedly law has a special place in my heart.*

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**2. What is your favourite memory at Arlyn?
Describe your best moments at Arlyn.**

I don't know if I have "one" favourite memory.

I know that when I reflect on all the moments, laughter most definitely comes to mind. I have laughed until I have cried many, many times. We work in a "people business" and people's issues are often at our door. I think one must have a sense of humour about it all, not to ever take anyone's struggles lightly, but to cope with some of it by joining in as a team and having some fun together. Arlyn has had some true characters in its ranks, from seasoned recruiters to the support staff.

Over the years, I have also made strong connections with people in the legal community which has been my good fortune.

3. How have you seen the company evolve over the past 15 of its 20 years?

I attended a HRMA conference one year where it was announced at one of the presentations that law is one of the most difficult industries to provide recruitment services. I too have found that the standard is always excellence and lawyers and HR are clear in their expectations. In addition, I have read that one of the biggest indicators of success in the 20th century is the ability to adapt. Arlyn has had its challenges but it has adapted. The market goes through its economic ebbs and flows, and I think Arlyn has done a wonderful job of continuing to stay attuned to best business practices and moving through the stormy weather.

4. How do you feel about this transition from recruitment to counseling?

Excited, but predominantly scared, horrified, panicked. Positive change can sometimes be as stressful as negative change! It might be assumed that recruitment is about taking a few details on a job order and matching those details with a few particulars of a candidate. But it goes deeper than that ...

People are complex in their strengths, skills and personality traits, and so is the cultural makeup of firms and the needs of management/teams/individuals. I think that the skills that I have gained from working in recruitment will lend nicely to taking on a pure counselling/coaching role. As recruiters, we have had thousands of consulting conversations with people from many different walks of life. People's personal lives always intertwine with their professional lives. I find their life stories so interesting and I am grateful that they trust me enough to share their experiences.

5. What advice would you give to someone with your level of experience looking to make a similar shift in their career path?

Be thoughtful. Be organized in your next step.

Gain guidance from career counsellors as there are many layers to be considered. Is the shift practical? Does it make sense? What provides meaning in your life? How do you want to spend your remaining years of your career and the next stage of your life? Subsequent to that exploration, use tools and strategies to help you to develop a strong goal-setting process. Finally, try not to compare your own journey to others' path, gulp back the fear and use perseverance and courage to make it happen.





6. What is your take away from working with Arlyn?

That a job doesn't have to be stagnant and that you can make it "more" if you perceive it as an "opportunity" as opposed to it being "less than". With the support of Arlyn, I have been able to create my own unique identity which has provided a sense of pride as well. Arlyn hasn't micro-managed me, has offered me an opportunity to develop as a coach and as a counsellor (as I have been doing this work here as well) and has taken my priority to my family into consideration. At times, I'm sure there were times that my needs took priority over the needs of the business. However, this was a smart strategy because it retained a long-term loyal employee who I hope has "given back" in different ways as possibly wasn't expected initially!

7. Any final words to share with us?

My personal catchphrase is "**Facing Life's Hits with Grit and Wit**". It isn't necessary that I share my own personal story, but it would be enough to say, that I too have been hit with hard times, like everyone. It is bittersweet that because of those difficult challenges, that I now have a passion to move into counselling on a full-time basis. My working with Arlyn has been fulfilling in many ways, and now I want to help people to a deeper level and assist them with making more significant positive changes in their lives.

Happy
Holidays!





Diane's last column with Arlyn's

Dear Arlyn Column

A recent graduate of a paralegal program, who is out on the legal job search for the first time, has a question that any individual, at every level of experience, can relate to...

Dear Arlyn,

"How do I avoid getting discouraged in my job search?"

*Sincerely,
Perplexed*

Dear Perplexed,

The job search process can be a brutal one, able to throw even the most-grounded individuals off balance with having to deal with possible rejection (especially if that rejection is repeated!).

But how do we continue to stay positive and motivated while embroiled in the process of job search? It certainly can feel overwhelming; however, in order to combat the inherent stress that is just part of job search, these are a few simple tips, but certainly not all of them!

1. Remind yourself that the jobs that are ultimately going to be worth it, are most likely the hardest ones to find and secure! Yes, roles can sometimes just land in your lap and the stars will align, but typically this isn't the case. Good jobs are the ones that most people are wanting, and therefore, you will have to work at this. Understand this and be realistic with yourself.



"Envision yourself."

2. Envision yourself working in your ideal role, and name how you are going to feel while working in the role: "joyful", "confident", "comfortable", a combination? Be intentional about your goal, define it and if you are so inclined, develop a "vision board". Take a moment to consider what the environment will look/feel like, who will you be working with, what is its cultural makeup, will you be working independently or more so with a team, etc. Use magazine clippings of pictures, and words/letters, etc. and pin the clippings to a board of some sort. It will help to keep you on track of what you really want and focus your energies.

3. Use this time to get to know yourself. Meaning, review your work/educational experience and the decisions that led you to this current day. Identify your personality strengths, skills, and values. This will help you to more easily identify what might be an ideal job for you when you are in the interviewing process, etc.

4. Remember that the employer doesn't hold all the cards; you have strengths to be valued and this is your decision as much as it is the employer's as to whether the role is the right fit.

5. Take control of your search by tracking it.

Create a list of firms, based on their reputation, practice areas, etc. that you would like to target.

In addition, develop a list of role characteristics that are connecting for you when you are reviewing job postings.

Organize a list of firms, roles, and dates when you applied and heard back, etc.

6. What else can you be doing with this time?

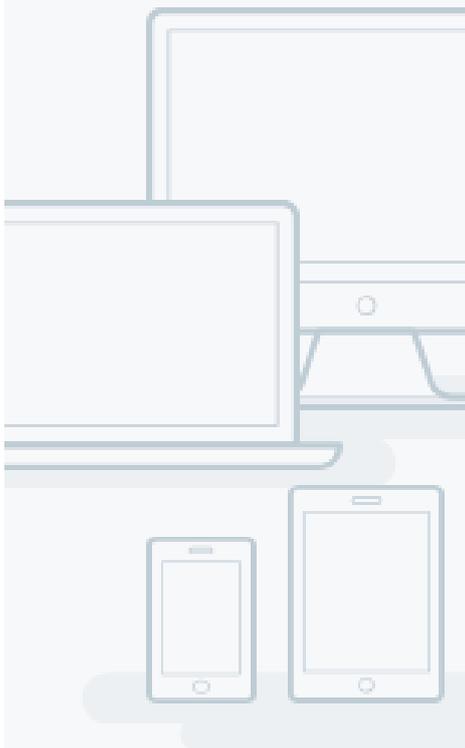
Rather than becoming obsessed with hearing back from hiring managers, this is a time that is yours to continue to develop and make yourself more attractive to firms. Which skills would you like to add to your personal profile and how can you acquire them (i.e. by taking a one-day workshop in a legal software program)? How can you personally develop (i.e. would you like to be more assertive?)

Pick up a book and jot down a few notes on what might work.) Are you seeing a pattern in the feedback you are receiving from interviews? How can you respond positively to developing yourself so this or that doesn't continue?



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Check out our current job postings



Click Here!

7. Connect with family and friends who are positive and encouraging in your job search. Just because your acquaintance doesn't want the job, doesn't mean it isn't the job for you.

8. The most important word to remember in all of this is "self-care". Take time to exercise, sleep regular hours, and eat well. Seek out activities that bring you pleasure. Develop a mantra for yourself that brings you up, on the days/times that you are feeling down.

I hope this helps! But remember, this isn't "easy" and so be kind to yourself in all of this and continue to trust yourself in taking the next step in your career!

*Sincerely, and all the very best
in your endeavours,*

Diane Cronk



Diane is a Registered Clinical Counsellor (RCC), Certified Professional Coach, HR Consultant, and Legal Recruiter with over 25 years of industry experience. Prior to joining Arlyn, Diane spent 20+ years working in law, beginning her career as a legal administrative assistant. She holds her CPHR designation, is a graduate of the HR Diploma program at BCIT, and received her BA in Psychology and Sociology from SFU.

*For more information, contact Diane
Cronk directly at:
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TEMPORARY CFO SERVICES?

SPONSORED POST

In need of a Chief Financial Officer for your firm? Serving primarily small to medium sized businesses, the CFO Centre has finally made its way from the United Kingdom to Vancouver BC, aiming to provide a part-time CFO service to growth-oriented businesses that do not need or want a full-time CFO.

The CFO Centre began in the UK more than 20 years ago, and has since expanded to Canada with its first office opening in Toronto in 2011. Globally the CFO Centre has 500 CFO's across 16 countries.

Paul Riegel is one of 5 CFO's serving British Columbia. His background includes over 30 years of leading finance groups, operations of large governments, and public and private organizations.

To learn more about Paul and how he can help your business, please contact info@arlynrecruiting.com!



At Arlyn, we are always in need of short-term or contract legal staff. If you are looking for flexible, part-time, and temporary work, contact us today!