



Tim Mornane

Partner

Since returning to our firm in 2011 from an overseas stint, agile working has been a key component of the way I work. The flexibility to work outside of usual business hours and outside of the office has meant that unlike my father's experience, I have been able to be present for the early years of my 3 young kids lives and to regularly help out during the 'witching hours' of the day for each of my three youngsters. As my family has grown and its needs have changed, so too has the way that I work flexibly. After a numbers of years out of the local workforce, my wife has now returned to permanent part-time work. Racing home as often as possible to support with the chaos of the night-time routine of 3 under-5 kids (where there always seemed to be one baby!) has given way to the 'dividing and conquering' of the school and pre-school drop-off and pick-up routines.

My experience at the moment is that the majority of clients that I work with are in similar stages of their own lives and there is now much greater awareness and consideration of family needs and responsibilities. For a significant number of our clients, flexible and agile working is part and parcel of their business models and it behoves our firm to share those values. More often than not I have found that clients are

very accepting that we have important commitments outside of the office. If I've received an email late in the afternoon, there is a late afternoon call or a transaction is reaching the pointy end that compels us to provide an advice or turn comments on a document that day, many clients now seem much more accommodating to the advice or the document arriving sometime later that night without insisting that they have it between 6-8pm.

There is an inherent incongruity that for many people the exact time of your career in a law firm where you might find yourself working the most intensely that you will during your career and with increasing accountability (during those senior associate and special counsel years), you can also find your responsibilities outside of the office growing in the most demanding of ways. I was fortunate that I had understanding and supportive supervising partners (and wife!) that allowed me to work in a more modern and agile way. That has meant that over a number of challenging years I was not only able to build a practice capable of moving into partnership but also to play a meaningful part in these early, formative years of my kids' lives.

Flex-ability works

agile