

## Workplace Flexibility in the Annals of the Legal Profession

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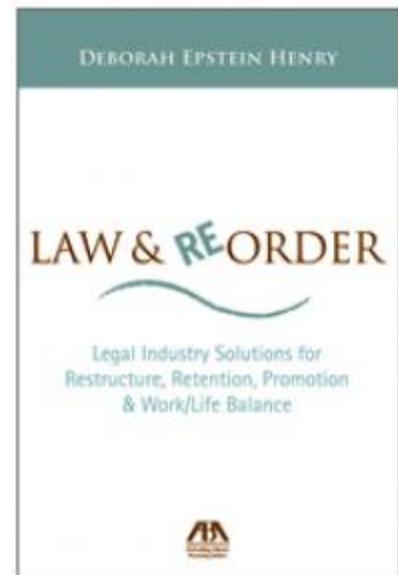
Deborah Epstein Henry

Work-life balance is not just a women's issue in the legal profession, it's a bottom-line issue. Just ask Deborah

Epstein Henry, author of [\*Law & Reorder: Legal Industry Solutions for Restructure, Retention, Promotion & Work-Life Balance.\*](#)

In this weeks episode of *Work Life Nation with Judy Martin* you'll hear how Henry launched her research, designed a work-life formula for those in the law profession and how she orchestrated a better work-life fit for her, and her family.

The Legal Profession is Waking up to Flexible Working Practices



As former commercial litigator, wife and mother of three boys, Henry has lived the juggle of the work-life merge. Work-life balance in the legal profession is crucial, she says, to feeding the talent pipeline in an extreme working climate that requires long hours, intensely focused concentration and sometimes extreme working conditions in numerous locations.

As women are now half the workforce, there's been more attention – to the retention and promotion of women in law, although it's really been the big pink elephant staring us all in the face for many years.

“Women have comprised 40-50 percent of law school graduating classes for more than 25 years, yet we're only 16% of equity partners nationally and our representation in other areas of law is similarly dismal,” says Henry.

Clearly, Henry argues, there's an ineffective model at work in the legal profession because it's not utilizing or under utilizing half of the talent pool. And with dual-income families more the norm than not, work-life issues are also dramatically impacting men ([check out research at the Families and Work Institute](#)) and the Gen Y set, as some balk at the traditional working models of yesteryear.

Examining her own work-life fit in her career, more than a decade ago Henry began to deconstruct the way she ran her own business. After years of research which included polling attorneys across the nation, exploring how various firms were handling their own talent pool issues and breaking down the numbers; she began writing her book, formed Flex-Time Lawyers LLC consulting firm and in 2010 Law & Reorder consulting practice.

In this video you'll hear her methodology which she calls: Connect Four: Maximizing Your Productivity and Satisfaction. Within the law profession she explains, there are many ways to work, places to do the work, home responsibilities to take into consideration and then taking care of yourself at the same time. But designing your

career around work-life goals is the key to a more productive and fulfilling work family merge. Her four-point focus in that arena is on Flexibility, Predictability, Reduced Hours and Proximity.

*The ideas in Henry's book seem applicable to most professions, but which of these concepts are most important to you?* It's a give and take. But in the video you'll hear how she leverages her needs and her success.