

Managing Well-Being In the Legal Industry

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The Legal Marketing Association hosted a *Well-Being Wednesday* program titled “The Importance of Implementing a Well-Being Program at Your Firm – the How, What, and Who to Make it Happen!”. The program offered tips for legal marketers and law firms on how to implement a program at their own firms, build a culture of well-being and increase satisfaction, performance, creativity, and retention. Jeff Johnson, HR Operations Manager at Sheppard Mullin, was on the panel.

Not only did the panelists emphasize the benefits of employee health and wellness, but also that of their families.

“Sheppard Mullin thinks of well-being as holistic, in the sense that we believe that the success of our business depends on the well-being of all of our people, both in the office and at individuals’ homes,” said Johnson. “We have put an intentional focus on extending well-being programs to all attorneys and staff at the firm, and also to their family and household members. If somebody at home is hurting, then it’s probably affecting our employee’s business productivity. If we take care of everybody, it really does help and affect our bottom line, and it does help and affect how our people are doing. We also are trying as much as possible to break the stigma that’s around talking about well-being and mental health, so we let our employees know that it’s okay to speak up.”

Johnson shared some of the well-being initiatives that he felt are easy ways to connect with employees’ well-being. Sheppard Mullin implemented Headspace subscriptions company-wide (Headspace is an app for dealing with stress, sleep, and meditation). The firm created an internal email list for employees to email with personal or professional issues for which they need support. The firm is also bringing in speakers to discuss health and well-being.

Click [here](#) to read the full article on Law.com summarizing more of the well-being best practices and tips discussed during the panel.