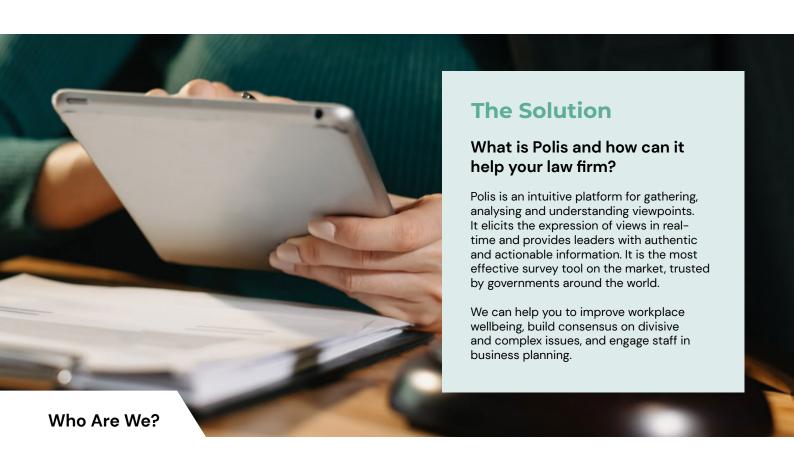# Optimising Your Law Firm

Take a deep dive into what is really going on in your firm by deploying our next-generation staff survey tool, Polis. Our experienced lawyers analyse the machine-learning of Polis to harness the energy and ideas from within your firm. Boosting employee engagement through unlocking this potential will give you a competitive edge – it is a cultural game-changer for law firms.

The Problem

Law firms tend to be hierarchical, and staff are often reticent about speaking up. Those who do can struggle to make their voices heard. Staff retention rates suffer when people do not feel they are listened to.

Traditional staff surveys are clumsy, unsophisticated and cannot guarantee anonymity. These issues often lead to low levels of engagement and poor-quality data.

The Solution

What is Polis and how can it help your law firm?

Polis is an intuitive platform for gathering, analysing and understanding viewpoints. It elicits the expression of views in real-time and provides leaders with authentic and actionable information. It is the most effective survey tool on the market, trusted by governments around the world.

We can help you to improve workplace wellbeing, build consensus on divisive and complex issues, and engage staff in business planning.

Who Are We?

Andrew Gray

After qualifying as a solicitor in 2007, Andrew initially worked for national firms, before establishing his own law firm in 2012. Having opened three offices, Andrew sold out to his fellow directors in 2022. Through Crowd Wisdom Project, he now runs Polis conversations on a not-for-profit basis for businesses, councils, charities, and campaign groups.

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Ann Page

Ann has been training and coaching lawyers since 2003, having previously worked as a business lawyer in industry. Since then, Ann has trained 7500+ lawyers on business proficiencies, including leadership, management and interpersonal power skills. Ann has extensive knowledge of the issues facing legal professionals and business owners. She has written three books, including her latest: 'Business skills? Don't be daft I am a lawyer!'

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If you want to know more about how we can help your law firm, then contact either of us, to arrange a no-obligation meeting.