

PROMOTE INTERGENERATIONAL EXCHANGE

Company name : DSM AVOCATS A LA COUR

Activity sector : Activités de services administratifs et de soutien

Company category : PME

Description of the action

In an effort to promote intergenerational exchange, the firm of DSM Avocats à la Cour regularly hosts young students to prepare them for professional life and help them in choosing a career. As lawyers, we have a certain tradition of training young people and we always appreciate those exchanges. Below are the firm's recent activities in that regard:

- DayCARE Digital Explorer October 2020: we virtually hosted 4 high school students for a full day of 5 presentations in the morning and an afternoon workshop to jointly reflect with the students and lawyers on the evolution of the legal profession in the next 10 years. Link
- Mentoring with M-Proj: by videoconference we hosted a student from the technical high school, Lycée Technique du Centre, in 2021 and two students in person in 2020.
- November 2019: we hosted 10 German students from the European Law Students' Association (ELSA) in our offices. Our Managing Partner presented our firm, the legal profession, Luxembourg's particularities and the opportunities for a career in the Grand Duchy. We also organized a reception for the students at the residence of the German Ambassador to Luxembourg. Link

As a general matter, we regularly host high school students for internships with our firm. In providing to our clients multidisciplinary and multilingual services adapted to Luxembourg's current environment, our firm is clearly multicultural and multigenerational.

Context

As a law firm in search of talent, we wish to meet motivated young people. For their part, the students are interested in getting to know the working world. The fact that there are different generations among our colleagues represents a real asset, not only in terms of the human experience, but especially for the opportunities that offers in terms of sharing experiences and thus development. Indeed, each generation is characterized by different value systems and knowledge. Age is not a discriminatory criterion in our recruitment as borne out by this number: more than half of our team is less than 35 years of age. Thus, our organization may be considered "young", but we also have extremely experienced and reputable colleagues who support and transmit their knowledge to the youngest among us.

Objectives

- Intergenerational exchange
- Non-discriminatory criterion: age
- Train future lawyers
- Prevent young people from making mistakes in their choices at university
- Transmit our passion and our good practices
- Contribute to the well-being and fulfillment of students by allowing them to make study and professional choices that inspire and motivate them in life.
- Accompany them in their progress by participating in mentoring programs and other activities.
- Encourage sharing of knowledge and experience
- Transmit skills to a younger generation by transmitting acquired techniques and know-how to the younger generation.

Approach

For our organization, having senior members is essential given their experience and thorough knowledge of the technical aspects of the law. For this reason, the oldest members are considered reference points by the entire organization. Similarly, our young members, with their enthusiasm, desire to learn, capacity to adapt to the changes and opening of new opportunities offered by a fast-changing world, exemplify renewal and the desire for a future viewed with confidence.

Impact

Belief in the richness of collaboration between different generations is a strong sign in support of diversity. Collaboration between co-workers of different ages has allowed us to promote the professional experience of those more experienced and develop the know-how and careers of those who are younger, with a concrete advantage in terms of performance and results for the organization.

« To do »

- Maintaining good intergenerational communication • Giving an opportunity to older people as well as young people • Ensuring that an interning student is well supervised • Ensuring that the business day's timing is well prepared, allowing younger people to meet professionals who will speak to them about everyday work practices and explain their profession.
- Respecting and accepting the talents of everyone, whatever their origin, age or experience.

« Not to do »

- Discriminating based on age • Having biases concerning candidates • Resting in one's comfort zone and limiting oneself to one's usual ways