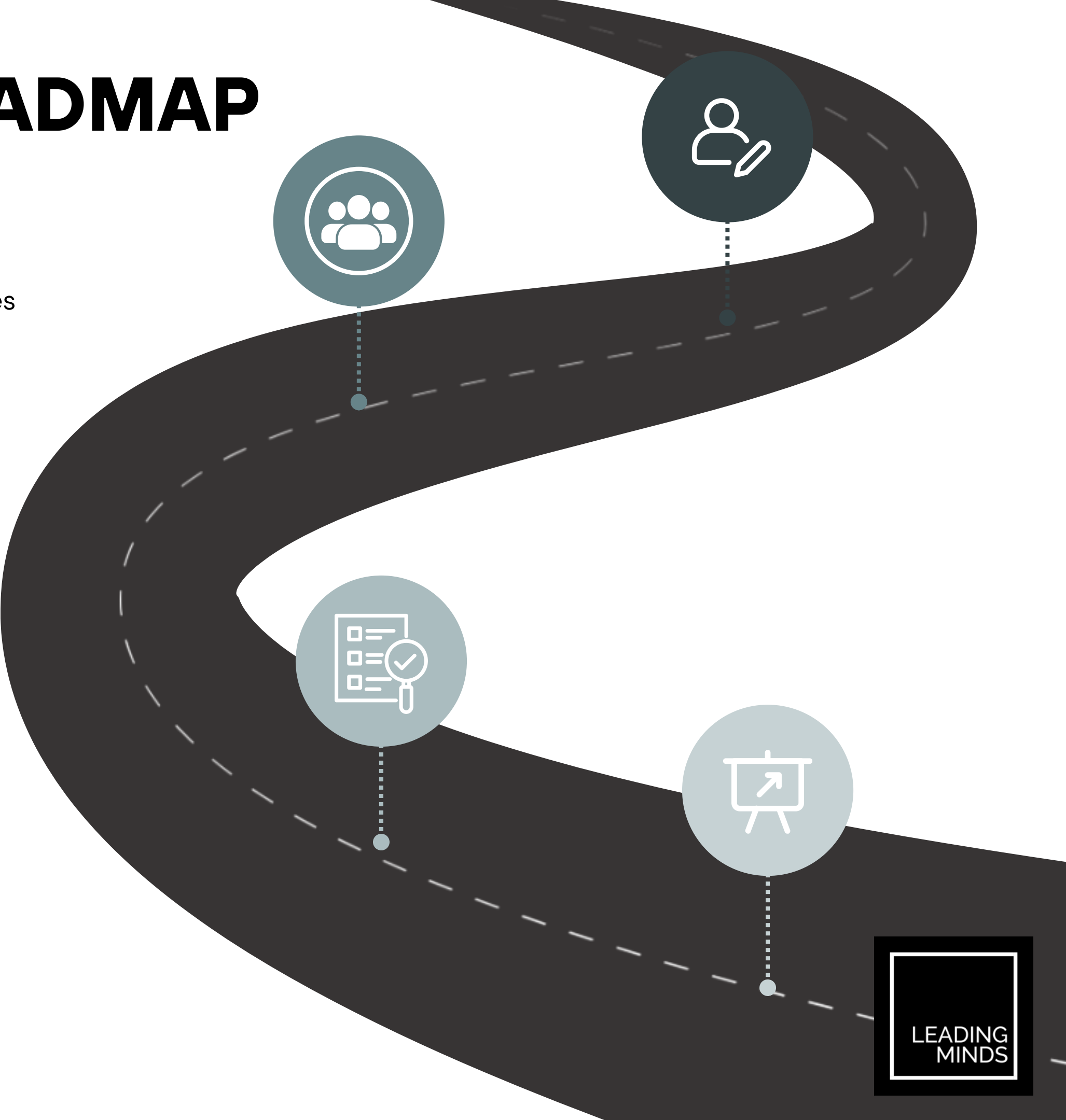


EARLY TALENT RISK ROADMAP

Targeted support at the moments that matter most

Early Talent risk isn't evenly distributed. The biggest impact comes from supporting people at predictable pressure points - before issues show up as burnout, attrition or under-performance.

- 01 Pre-Joining & SQE Assessments**
12 months before joining
- 02 Integration**
0 - 3 months in role
- 03 First Review and Seat Move**
3 - 9 months in role
- 04 NQ Transition**
Pre-qualification - NQ Year 1



01

Pre-Joining + Assessment Risk

Commercial Reality:

SQE has shifted risk earlier in the lifecycle. Trainees now arrive after prolonged cognitive and emotional load

Strategic Response:

Stabilise capability before it hits the business

Leading Minds Solutions:

- SQE Success Training
- SQE2 Transition Training
- 1-2-1 SQE Coaching Support

Internal Solutions:

- Light-touch scheduled monthly check-ins
- Trainee buddy structures
- Cohort connection

Outcomes:

Trainees arrive regulated, feeling supported and ready to perform

02

Integration Risk

Commercial Reality:

The longer it takes for early talent to integrate confidently, the longer it takes for firms to see return on investment

Strategic Response:

Move from passive onboarding → active performance conversion

Leading Minds Solutions:

- Working Effectively with your Supervisor
- Effective Supervisor Training

Internal Solutions:

- Effective onboarding to firm and into teams
- Regular check-ins
- "What makes a successful trainee?" Q&A Discussion

Outcomes:

Faster integration, earlier contribution, reduced friction

03

First Mid-Seat Review & Seat Move Risk

Commercial Reality:

Through the trainee lifecycle there are key moments where pressure spikes, from first formal feedback reviews to first seat moves

Strategic Response:

Target development at predictable pressure spikes

Leading Minds Solutions:

- Building Resilience and Tackling Challenges
- Optimising Personal Capacity and Performance

Internal Solutions:

- Consistent guidance for supervisors delivering mid-seat feedback
- Clarity around performance criteria and review structure

Outcomes:

Confidence holds under scrutiny, performance stays consistent

04

NQ Transition Risk

Commercial Reality:

The transition from trainee to associate is a high-value cliff edge. Attrition at this stage is rarely about technical ability

Strategic Response:

Treat qualification not as a moment, but as a transition period that requires deliberate preparation and ongoing support

Leading Minds Solutions:

- Pre-Qualification: Taking Responsibility for your Career Progression
- Upon Qualification: NQ Development Programme

Internal Solutions:

- Clarity of career opportunities and pathways internally
- Talks from partners and recent NQs on navigating the NQ transition successfully

Outcomes:

NQs transition with confidence and clarity