

# € TRAINING

The Law Firm Partner As Leadership





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## Introduction:

The Law Firm Partner As Leadership training program is designed to empower partners within law firms with the skills and mindset necessary to excel in leadership roles. Through a comprehensive curriculum and practical exercises, participants learn to effectively manage teams, inspire confidence, and drive firm-wide success.

## Program Objectives:

At the end of this program, the participants will be able to:

- Integrated leadership and the motivational dynamics of lawyers
- Law firm strategies: practice segmentation; aligning the firm's practices, people and resources
- Leadership styles: becoming an effective role model, coach and mentor
- High performance teams: making your teams even more effective
- Leadership and values: the power of personal example; leadership and change
- Leading and sustaining change in the firm.

## Targeted Audience:

- Law firm partners
- Senior partners and managing partners within law firms looking to enhance their leadership skills.
- Associate lawyers aspiring to leadership positions within their firms.
- Legal professionals seeking to strengthen their ability to lead and manage teams effectively.
- Law firm executives and administrators responsible for firm-wide strategic planning and management.
- Legal professionals interested in developing a deeper understanding of the intersection between law and leadership.

## Program Outlines:

### Unit 1:

#### Partners' Leadership Styles and the Firm's Culture:

- Understanding the components of organizational climate and how they impact commercial success.
- An exploration of the components and characteristics of different leadership styles, including coercive, pace-setting, affiliative, visionary/authoritative, democratic, and coaching styles, and how they impact culture and climate.
- Time usage and the Partner responsibilities.

## Unit 2:

### Developing a Coaching Style of Leadership:

- Blending the different styles of leadership for creativity and innovation.
- Lifting the coachee's thinking from tactical to strategic.
- Applying coaching approaches as part of a broader leadership style, whether or not in the context of a designated "coaching" session.

## Unit 3:

### Building and Maintaining Stronger Client Relationships 1:

- Increased confidence in your leadership ability and management skills.
- Practical case studies to identify principles and reinforce the learning.
- Gain practical concepts and frameworks..
- Translate frameworks into day-day business responsibilities.

## Unit 4:

### Building Stronger Partner Relations:

- Build a network with other law firm partners.
- Firms across Europe and elsewhere in the world.
- Employee Engagement.
- Employee Benefits.
- Flexible benefit systems and Cafeteria rewards.
- The role of Pensions.

## Unit 5:

### Creativity & Innovation:

- Formulating the issue/question requiring creativity/innovation.
- Managing the generation of new ideas.
- Selecting and developing ideas to produce innovation.