

Courses for lawyers. Delivered by lawyers.

Professional
TRAINING



PLATFORM



Performance
Leadership
Analysis
Tactics
Feedback
Organisation
Resourcefulness
Motivation

**Preparing new and aspiring partners
for leadership success.**



“Great things never come from comfort zones.”



The Leadership Programme for Law Firms

Our PLATFORM leadership programme is designed specifically for new and aspiring partners who wish to acquire the leadership and business skills to help them on this exciting journey.

For new partners and those on the path to partnership who are 4-10 years PQE, this PLATFORM programme has been created by the team at Professional Training as we understand that becoming a partner is a big step up. This carefully designed programme covers the fundamental skills needed to be successful.

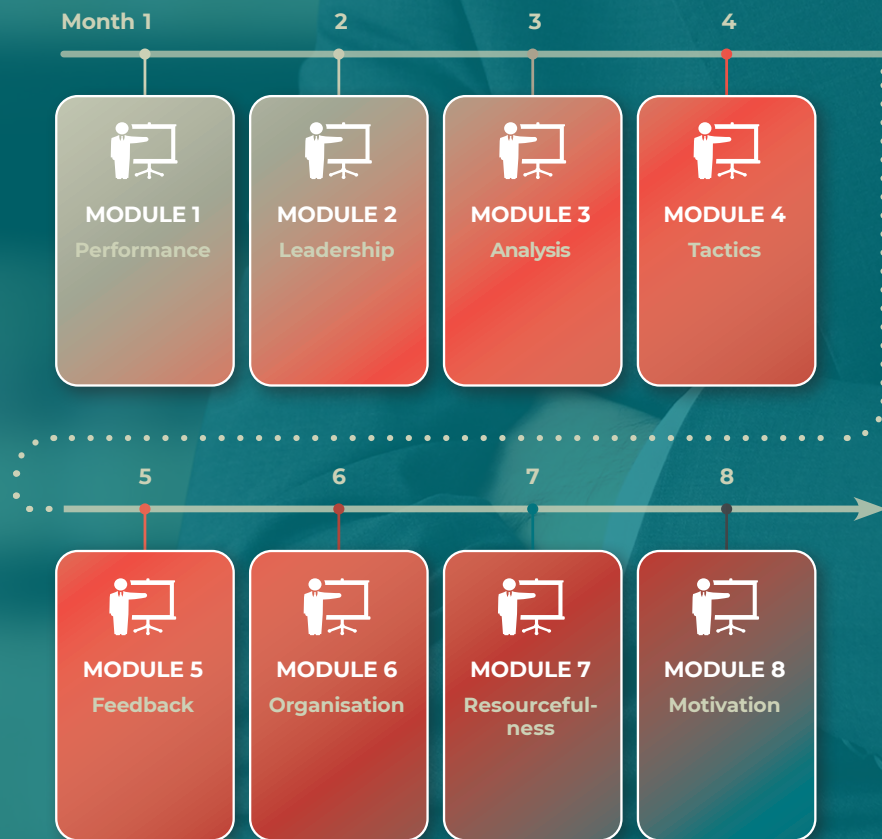
Lawyers at this stage of their careers have already demonstrated a sincere commitment both to the firm and the legal profession. However, the increased emotional, financial and moral responsibilities when becoming a partner are not to be underestimated.

The path is littered with obstacles; teams and their issues, client challenges, billing and the expectation to have a strategic perspective in an unfamiliar landscape.

We understand the pitfalls, so mistakes aren't made the hard way.

We understand lawyers, because we *are* lawyers.

The Programme Overview



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See page 6-7 for details of the aims and objectives for each module on the PLATFORM programme.

PLATFORM Case Study

We interviewed one of our participants from the PLATFORM leadership programme recently and here is what they had to say:



To a certain extent, I was quite reluctant to engage in the PLATFORM leadership programme, delivered to myself and other senior associates in our firm. My weeks are already far too busy and my clients are a constant pressure. However, what became apparent was that this programme was not only useful but vital. The team at Professional Training have all been lawyers themselves and they listen, understand and support the whole team, which we found inspiring.

Interestingly, what I thought were my strengths and areas to improve on to become a future leader were quite different. I was given bespoke feedback on my language selection; it was too passive. I was left to consider the difference between being liked and respected by the team. I was left thinking that the more I learned the key skills to become a partner the more this programme was a lifeline.

The legal industry is competitive and to become a partner is no mean feat in any firm. From my experience, I would not hesitate to recommend the PLATFORM programme, as it gives you the psychological lift to manage this transition.

In the last six months, my chargeable hours have increased by 11%. I am not only hitting my target now, I am currently billing 8% over which is an unprecedented change.



MODULE 1: PERFORMANCE

Aim: To empower each delegate with the knowledge and skills required to develop and nurture their team to drive up performance.

Objectives:

- Describe what high performance looks like
- Appreciate the strengths and weaknesses of team members
- Measure team performance
- Manage conflict in the team
- Build effective relationships

MODULE 2: LEADERSHIP

Aim: To enable delegates who are about to embark on a leadership position to develop their leadership skills.

Objectives:

- Explain the qualities of an effective leader
- Benchmark themselves against those qualities and develop actions to improve
- Explain the difference between leading and managing
- Explain the value of sharing the firm's vision with the team
- Develop team goals based on the firm's vision

MODULE 3: ANALYSIS

Aim: To enable delegates to appreciate the three key drivers in a law firm: the clients, the competition and the stakeholders and understand that how they interpret these will determine the firm's sustainability.

Objectives:

- Understand the 'vision' for their firm and how they can contribute as a partner
- Define Commerciality and why it is important
- Explain the four ways their firm can grow
- Develop specific strategy ideas for their department/firm and know how to exploit them
- Develop a SWOT analysis and key actions to drive their department forward

MODULE 4: TACTICS

Aim: To enable delegates to understand the strategy development and implementation process.

Objectives:

- Identify the purpose of strategy in the strategic hierarchy
- Set a departmental strategy in line with organisational vision and mission
- Set objectives and strategy measurements
- Link legal strategy to operational activities
- Understand the strategic change process

MODULE 5: FEEDBACK

Aim: To enable delegates to understand the most effective ways to give their team feedback and to communicate difficult messages in a way that creates psychological buy-in.

Objectives:

- Identify the best method of communicating for the topic
- Prepare and structure effectively in order to communicate a difficult message
- Use techniques to overcome personal barriers to communicate difficult messages
- Manage awkward behaviours and difficult personalities when giving feedback
- Facilitate effective feedback sessions

MODULE 6: ORGANISATION

Aim: To enable delegates to build self-awareness and highlight the importance of working smarter as they move into a leadership position.

Objectives:

- Identify what being productive really means, and explore some of the science behind productivity myths
- Understand why we procrastinate, and find new ways to banish this from our working day
- Identify what big tasks we keep 'putting off' and ensure we are clear about what we're doing and why we're doing it
- Explore how we prioritise our day, balancing our own workload with the firm's performance priorities
- Challenge our mindsets – how open are we to growth or are we fixed in our views on how to achieve our goals?

MODULE 7: RESOURCEFULNESS

Aim: To enable delegates to have a range of tools and techniques to solve problems creatively in the complex and hectic reality of a law firm.

Objectives:

- Identify what being creative means, and explore the differences between divergent and convergent thinking
- Understand how our brains work, and explore the best "brain state" for creativity
- Explore the concept of 'rivers of thinking' and how small changes can aid the unblocking of creative barriers
- Discover how playing different roles can improve divergent thinking and creativity
- Look at ways they can ensure a growth mindset whilst they tackle creative problems

MODULE 8: MOTIVATION

Aim: To enable delegates to develop the skills to unlock the power and potential of those around them.

Objectives:

- Understand the key elements of motivation
- Increase self-awareness and develop a positive approach to leadership and motivation
- Utilise clear methods of getting the best out of their team and those around them
- Implement working practices that will assist them in becoming a great leader

Designed to prepare new and aspiring partners
for leadership success.

Successful partners attend **PLATFORM**.

To start **your** leadership programme, get in touch:

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