

Courses for lawyers. Delivered by lawyers.

Professional
TRAINING



THRIVE

Time

Health

Resilience

Impact

Values

Emotional Intelligence

**Looking after your young lawyers' well-being
increases staff retention and lowers recruitment spend.**



Take the time to dig deep and find out who you really are. Be the person that you are meant to be, not who the world wants you to be.

Be strong, walk tall, crown on.

It's time to thrive. ”

Ella Hicks



The Programme for Law Firms

Developed and delivered by ex-City lawyers, anchored on insight and research from high-performance arenas, this programme aims to protect young lawyers' wellbeing, impacting on **recruitment, retention and engagement**.

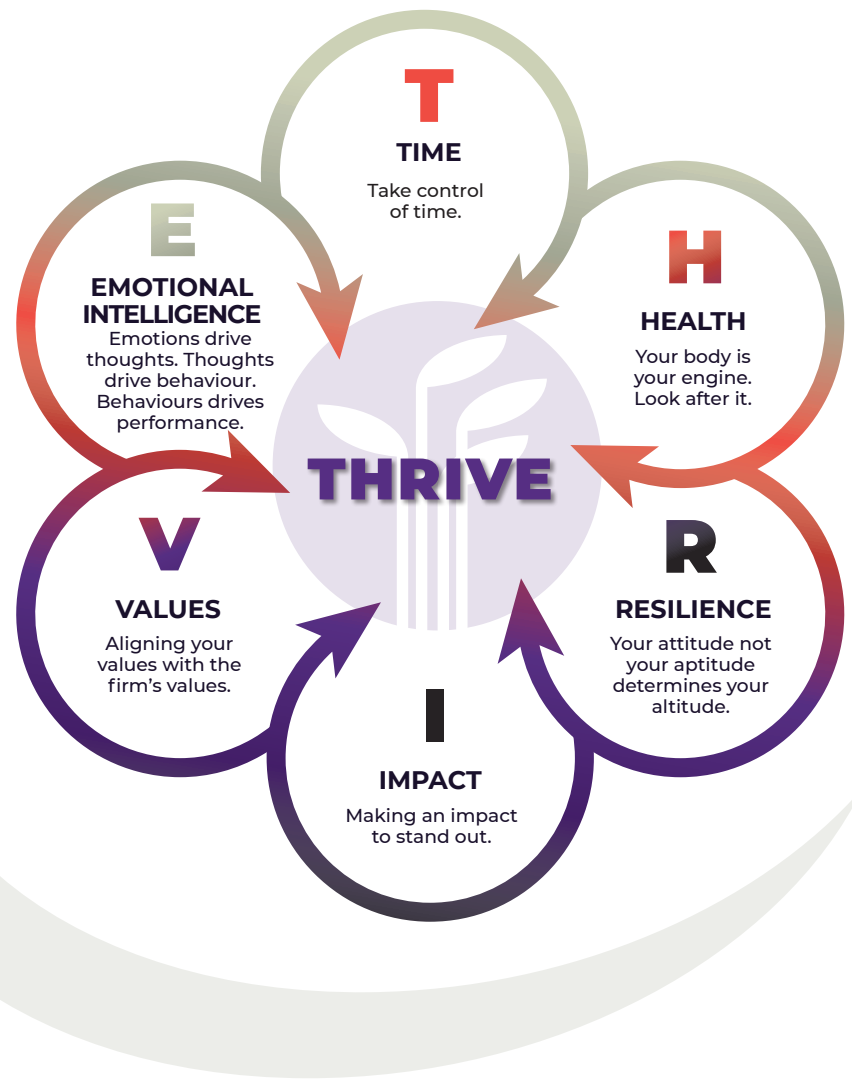
Law is a people business. Your staff are your most important asset. The sustained well-being and performance of those staff are vital for firms that want to stay ahead in the race. Our THRIVE programme helps your staff feel happier, healthier and more productive. Our research has shown that those 0-3 years PQE lawyers are the most vulnerable area for a law firm, the gap between expectation and reality can be wide as the hand-holding, which is evident at the trainee stage, has disappeared. Trainees are also at risk despite the guidance they receive, due to the increased pace and heightened expectations that come with law firm life, especially for those entering straight from education.

This programme highlights and resolves these issues and creates a self-sustaining cohort for these groups. The chances are that if a lawyer survives these first years, then they will go all the way.

Each module comprises an interactive, short and impactful two-hour workshop. As lawyers ourselves, we know that time is precious, so these six sessions can either be attended on an ad-hoc basis due to work commitments or for maximum leverage, benefit and motivation, the whole suite of two hours every six to eight weeks, designed to check and challenge throughout the programme. This unique programme provides a sounding board for these cohorts, this regular intervention aids camaraderie and promotes an open culture that is proven to improve profits.

Motivation equals money.

The Modules and their Objectives



TIME

Aim: Empower each delegate to recognise how they can make the most of each day.

Objectives:

- Understand why time management is so important
- Provide delegates with tools and techniques for time management
- Practice applying the tools during the session

HEALTH

Aim: Drive improved performance daily.

Objectives:

- Understand that small changes in daily habits can impact performance
- Break this down into recovery periods as well as core areas of nutrition, hydration and movement
- Enable delegates to leave with simple changes that have an immediate and significant impact

RESILIENCE

Aim: Develop concepts that improve resilience daily.

Objectives:

- Understand why a resilient approach is important for sustained performance
- Provide insight into a robust and simple framework that drives this resilient approach
- Practice applying the tools and techniques discussed in the session

IMPACT

Aim: Empowering each delegate to make a difference in the right way.

Objectives:

- Define what impact means and explore how to build confidence and gravitas
- Consider impactful communication styles
- Decide what steps will be taken to grow personal impact

VALUES

Aim: Empower each delegate to values-driven performance.

Objectives:

- Understand how values underpin performance
- Review personal core values
- Make the link between these core values and the firm's values

EMOTIONAL INTELLIGENCE

Aim: Understand how improving emotional intelligence positively transforms performance.

Objectives:

- Examine the 'what' and 'why' of emotional intelligence
- Examine key tools and techniques to build emotional intelligence
- Practice applying these during the session



Jennifer's Story

Jennifer is at the start of her legal career. She is bright, personable and looking forward to making a difference. Her enthusiasm is infectious and her sense of purpose and focus undeniable.

Professional Training met Jennifer three years later, and she is a very different person. She lurches from one illness to another; she is anxious and stressed and her confidence in her unique abilities has waned.

We asked Jennifer what went wrong and why she has reached this state:

“ *Time? I never seem to have enough of it. I feel overwhelmed with all that I need to do. I don't always look after myself as well as I should so my energy levels and performance at work are not as robust as they should be.*

I find it tricky to always have a positive or growth mindset and I get more flustered than I should by the setbacks that I face. I sometimes feel that I am not making the impact I would like and have forgotten what inspired me to enter this profession.

I feel like my values don't always align with those of my firm, so I struggle with a sense of purpose and meaning. I keep hearing about how important emotional intelligence is in the workplace, but I don't really understand what it is and don't have any tools to develop in this area.

I am sometimes overwhelmed with the gap between my expectations and reality. I feel like I might leave the legal profession that I entered with such enthusiasm and intent.

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Designed specifically with people like Jennifer in mind...
Happier, healthier lawyers attend **THRIVE**.

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

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professional-training.co.uk