

Imagine a world where you work alongside a highly productive team, where reliability is the norm and an unwavering commitment to excellence is the standard for which everyone strives. As the leader of this team, you unlock the potential of individual strengths, driving growth and cultivating an atmosphere of trust and autonomy.

You develop a culture of care by appreciating your team members and fostering an environment where they can bring their authentic selves to work every day while striving to keep workload and deadlines reasonable. You regularly share how your team members are making a difference, enabling a sense of purpose, increased job satisfaction and engagement.

Ready to learn how to make this scenario a reality?
Join the training program that will reshape your career.



LEADING WITH

MANAGEMENT TRAINING PROGRAM

Impact

During this program, you will develop twelve critical people management skills.

1 Prioritize Contribution or Impact as Much or More Than Input or Hours Emphasize how an individual contributes to the goal or makes an impact with clients as much or more than hours spent on tasks. WHY? Boosts efficiency and values individuals for their skills and results, not just their time.	2 Reasonably Manage Workload and Deadlines Proactively prevent "overwork" and enable sufficient time to complete work assignments. WHY? Keeps work manageable, reducing burnout and maintaining quality.	3 Alleviate Continuous Always-On Pressure While Maintaining Responsiveness Balance the need for prompt responses with the well-being of team members. WHY? Promotes work-life balance while maintaining high standards of client service.	4 Keep Stress in Check Manage and mitigate mental pressure for oneself and the team. WHY? Helps avoid high stress levels, which can lead to weariness, mistakes and emotional decision-making.
5 Leverage Rest & Play for Better Results Promote downtime and fun for better productivity and creativity. WHY? Fuels efficiency and higher quality work.	6 Help Team Members Lean into "Most Joyous" Strengths Encourage team members to utilize their strongest skills and passions in their work. WHY? Increases job satisfaction and allows for the best utilization of individual skills.	7 Overcome Boredom with Novelty and Meaning Inject new, meaningful or challenging experiences into work routines. WHY? Keeps team members motivated and satisfied with their roles.	8 Build Trust, Enable Autonomy, and Allow Flexibility Offer an opportunity to have input or influence over work and work life. WHY? Boosts morale and productivity by empowering team members.
9 Enable Authenticity and Psychological Safety Foster an open and encouraging environment for all team members. WHY? Emboldens open dialogue, feedback and diversity of thought.	10 Appreciate and Recognize Team Members Diligently Regularly show appreciation for the work and achievements of team members. WHY? Boosts morale and job satisfaction, making team members more likely to go the extra mile.	11 Foster Connection to Bolster Belonging Build strong interpersonal relationships with and among team members. WHY? Increases the ability for a team member to work at their fullest potential.	12 Proactively Highlight and Connect Purpose Emphasize how a team member's work is making a difference. WHY? Increases motivation, deepens sense of purpose and fuels engagement.



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What's the difference
between a typical workshop
and a comprehensive
Management Training Program?

TWO WORDS... LONG-TERM SUCCESS

The **Leading with Impact** program goes beyond a mere workshop, offering a comprehensive and innovative learning experience tailored to the unique challenges faced in law firms.

Our multi-faceted, extended learning experience offers an opportunity for you to immerse yourself in the subject matter, enabling a deeper understanding and proficiency in various aspects of management skills development. Unlike a workshop, which provides only a brief exposure, **Leading with Impact** allows for continuous learning and encourages the application of skills in real-world scenarios.

Skills Assessment

Unlock your full leadership potential with personalized assessments of your proficiency throughout the program. Gain valuable real-time feedback tailored to your specific needs, enabling you to focus and maximize your learning journey.

eLearning Modules

Embrace the flexibility of the digital era as you engage with 150 minutes of dynamic eLearning content. Accessible from anywhere, at any time, these modules allow you to learn at your own pace, making professional development seamlessly fit into your busy schedule.

Learning Labs

Foster collaboration and growth in a supportive cohort environment through five interactive meetings. Engage in thought-provoking discussions, delve into the insights gained from the eLearning modules, and translate best practices into tangible improvements in your own management style.

Wednesday Wisdom Messages

Stay inspired as you implement your newly acquired management skills with regular blog-style emails. These insightful messages provide ongoing guidance and reinforce the skills and learnings from the program, keeping you motivated and focused on your development journey.

Mastery Meetups

Further elevate your learning experience with two additional cohort gatherings in the second half of the program. Collaborate with your colleagues, reflect on your collective experiences, and refine your personal development as you navigate the complexities of managing people and leading with impact.

Maximized results. Minimal time.

Achieve exceptional results in just 13.5 hours spread over one year. With a comprehensive program that optimizes efficiency and effectiveness, you'll elevate your skills, transform into an exceptional people manager, and become the influential leader that others aspire to follow.