



Leading Practice Groups in a Time of Great Change

New Virtual Design

Choose up to 6 days of sessions over several weeks

Pick and choose to tailor the workshop to your individual needs

Facilitators:

- Susan Raridon Lambreth – Principal, LawVision / Founder, LPM Institute
- Dr. Larry Richard – Founder / Principal Consultant, LawyerBrain

"If you have Larry and Susan convey their principles to all of our Practice Group leaders, it would exponentially increase our effectiveness across the board."

*Beth I.Z. Boland
Chair, Securities Enforcement and
Litigation Group Foley & Lardner, LLP*



You

Why attend:

- Do you struggle to get partner buy-in to participation in your practice group activities and plans?
- Are you concerned about losing talented lawyers to competitive firms?
- Do you wonder how to truly engage the members of the group to care about the group's goals and plans?
- Do you want to see your practice group improve its market position and/or profitability?

You will learn the latest research and how it applies to leading lawyers individually and in groups in a law firm. The information will be shared in a digestible, interactive format with many opportunities for engaging discussion with your faculty and with other law firm leaders in attendance.

***Leading Practice Groups in a Time of Great Change* is a highly successful program we have conducted over the past three years. This version has been completely redesigned for a virtual format and “road-tested” for the current work-from-home environment.** It is designed to give practice group leaders the skills and understanding they need to successfully lead their groups to higher levels of performance and achievement in a world of increasing change and uncertainty. You will walk away with new insights and frameworks to deal with your group's issues and practical tips you can implement immediately.

What you will learn:

In this program, we will cover:

- Evidence-based strategies for coping with change and uncertainty
- Preparing your practice group for the changing marketplace and the expanding roles of practice group leaders
- Leading innovation and change in your practice group
- Creating high-performing teams
- Engagement and motivation in a virtual environment – the secret to cohesive practice groups and lawyer retention
- Strategic thinking and execution – keys to plans that get implemented
- Developing your leadership agenda

Who should attend:

- Current or future practice group leaders
- Department chairs / heads
- Executive or management committee members responsible for managing practice leaders
- Industry or client team leaders
- Practice group professionals assisting practice leaders (if attending with your practice leader)

Presenters:



Susan Raridon Lambreth is a Principal with LawVision and founder of the LPM Institute. She is a recognized expert on practice and project management, leadership development, and has trained over 8,000 partners in law firms on a variety of leadership and management

topics affecting improved performance of practices and groups, including project and practice management. She is a Yellow Belt in Lean Sigma / Process Improvement for Law Firms. She has worked with a majority of the leading law firms to enhance their ability to manage practices, projects, and teams. Ms. Lambreth is the author of 6 leading books on practice group management and legal project management including:

- *Implementing Legal Project Management – The Legal Professional’s Guide to Success*
- *Legal Project Management – Increasing Adoption with Technology Solutions*
- *Optimizing Practice Management: Driving Profitability and Market Position*
- *The Power of Legal Project Management: A Practical Handbook*
- *Achieving Peak Performance Through Practice Management: A Practical Handbook*
- *The Practice Group Leader’s Handbook for Success*

Ms. Lambreth has consulted to law firms for over 25 years. Prior to that, she practiced law as a litigator.



Dr. Larry Richard is the founder and principal consultant with LawyerBrain. He is recognized as the leading expert on the psychology of lawyer behavior. He has advised dozens of AmLaw 200 law firms on leadership, management, and related issues such as teams,

change management, talent selection, assessment, and other aspects of strategic talent management. Widely known as an expert on the lawyer personality, he has gathered personality data on thousands of lawyers.

A graduate of the University of Pennsylvania Law School, Dr. Richard practiced law as a trial attorney for ten years. He then earned a Ph.D. in Psychology from Temple University. For more than 20 years, he has provided consulting services exclusively to the legal profession. Formerly a partner with Altman Weil, and more recently the head of the Leadership & OD Practice at Hildebrandt International, in 2011 he established his own consulting firm, LawyerBrain LLC, which focuses on improving lawyer performance through personality science. He focuses on resilience, change management, leadership, and talent issues.

He is a frequent author and speaker on the use of positive psychology and applied behavioral science in helping law firms to succeed. He is a Gallup-certified Strengths Coach, and a licensed user of the MBTI, DiSC, and 15 other assessment tools.

Contact Eva Booth at
eva.booth@lawvision.com
to register.

AGENDA: Days 1 & 2

DAY 1 (October 15: 11 am - 4 pm ET)

Session 1: Preparing Your Firm for the Post-Covid19 Marketplace

As we wind down the final quarter of 2020, law firms continue to make the course corrections that will take us into the coming year. We will kick off the workshop by understanding where we have been and where we can expect to go.

- How law firm excellence will be defined in the post-pandemic year
- How changing client expectations alter the way in which law firms compete
- How firms and practice leaders will support both the internal and external changes
- What PGLs can expect in 2021 and beyond

Session 2: The Resilient Leader: Coping with Change and Uncertainty

In the face of this year's ongoing crisis and the resulting uncertainty, resilience is a necessary skill to deal with change. Yet, lawyers are surprisingly low in psychological resilience. The good news is, however, that resilience can be strengthened.

- Why law firms would want to embrace change and the 4 solid principles and practices that help
- What it means to have low resilience and why it matters now more than ever
- How and why low resilience can go even lower
- How to embrace change during challenging economic conditions
- How the disruption of core psychological needs affects your law firm
- Why the atypical lawyer personality makes it easier to practice law well, but harder to lead lawyers—and what to do about it

BENEFITS

- Generate ideas and objectives for prioritizing the information you will hear in the coming days
- Provide a rich body of knowledge to inform our discussions and underscore our discoveries

BENEFITS

- Learn strategies to build psychological resilience and mental toughness
- Learn why lawyers have 7 outlier personality traits
- Identify practical approaches for leading change
- Take away many evidence-based tactics that are immediately actionable
- Discover how lawyers can capitalize on their strengths to enhance overall firm performance



DAY 2 (October 22: 11 am - 2 pm ET)

Session 3: Understanding Self and Others: The Caliper Profile

One of the best ways to raise self-awareness is via a highly valid and reliable assessment tool such as the Caliper Profile. We've given personality feedback to over 5000 lawyers including 260 law firm leaders using the Caliper Profile.

Each participant will receive personalized, private feedback on their own personality scores. Participating firms receive an analysis of the aggregate personality profile of the partnership.

- How your Caliper Profile can help you leverage your best traits
- How the aggregate Caliper Profile can help your firm build a more disciplined partnership
- Why self-awareness is the number one prerequisite for effective leadership
- How to use personality principles as a tool for improving your de facto leadership skills
- How to use personality principles to understand and effectively influence others

BENEFITS

- Identify the leadership skills you can leverage that will allow you to optimize your performance
- Learn how to develop the skills that serve you well and mitigate those that do not
- Learn to recognize and encourage the team leadership skills needed to operate in an uncertain environment
- Learn how a personality "blind spot" can derail an otherwise smart leadership team



AGENDA: Days 3 - 5

DAY 3 (October 28: 11 am - 4 pm ET)

Session 4: How to Build an Engaged Workforce in a Time of Distractibility and Threat

You have heard it many times: “Our assets walk out the door every night.” How do you get your talented lawyers and other professionals to come back? How do you get them to be committed, enthusiastic, hard-working, motivated people? How do you get them *engaged*?

- How the latest neuroscience research can help you build a stronger, more engaged team
- What we can learn from best practices and the latest research on retaining our valuable assets
- How to translate best practices and solid principles into actionable steps

Session 5: Building Virtual High-Performance Teams

You and your lawyers have spent many months working from home. Teamwork is still essential, except now it's virtual and thus more difficult to sustain. Behavioral science offers several proven principles for building and sustaining high-performing teams.

- How to decode and manage group dynamics in matter teams, industry-based teams, “hunting in packs” teams, and other groups
- How to evolve your leadership approach as needed and understanding what you can and cannot control
- How to harness healthy “conflict” to create group cohesion
- What eye-opening new research can teach us about successfully leading teams, including new research on women and teams

BENEFITS

- Discover 4 proven principles that produce and sustain high employee engagement
- Learn how to reduce turnover and maximize enthusiasm and commitment
- Learn how to put together an action plan based on current practices for your law firm

BENEFITS

- Generate a list of Do's and Don'ts that will help you build and maintain high performance teams, whether they are in person or virtual
- Identify new strategies and techniques you can deploy with your own teams to generate lasting cohesion



DAY 4 (November 5: 11 am - 4 pm ET)

Session 6: Super Charge Your Leadership to Build Collaboration

Effective leadership is not about charisma or inborn traits. Rather, it is the direct result of doing the right *behaviors*. In this session, we present the 5 powerful leader behaviors that generate followership. We also show you how these same principles can be used to build and sustain collaboration, and why it matters.

- Understanding the most reliable and highly regarded research on what makes leaders effective
- The 5 key practices of effective leaders
- Why lawyers are not designed to collaborate, and how to get them to do it anyway
- Why collaboration increases profitability
- What 3 tips you will use to increase collaboration within and across the firm
- How to use a simple exercise to apply new ideas to your role

BENEFITS

- Recognize behaviors you want to encourage to develop the most effective leaders in your law firm
- Improve your ability to cultivate collaboration among lawyers who are not naturally inclined to do so

DAY 5 (November 12: 11 am - 4 pm)

Session 7: Re-thinking Your Strategy for the New Normal – And Actually Implementing

In the current uncertain environment, traditional strategic planning used by law firms and practice groups in the recent past won't work. Strategic planning today must be responsive to shifting market opportunities.

- How to use short-term and longer-term planning effectively in the changing legal climate
- How to keep your practice group focused on group goals, while capitalizing on emerging market opportunities
- How a strategic mindset differs from traditional strategic planning and why it is important
- How to prioritize and implement strategies with intention
- How to optimize success through accountability and action planning for individual lawyer and team performance

BENEFITS

- Learn to structure strategic planning with an approach that is agile and responsive
- Discover methods to cultivate and encourage ongoing and integrated strategic thinking

AGENDA: Day 6

DAY 6 (November 19: 11 am - 4 pm)

Session 8: Developing Your Leadership Agenda

The culmination of this leadership program is the development of an action plan that moves you from where you currently are to where you want to be. All participants have the opportunity for a coaching session with Larry and Susan.

- How to determine the right next steps and a game plan to address your objectives
- How to use your Caliper Profile to improve your leadership effectiveness and determine which leadership strengths to leverage
- How to prevent burnout while juggling your personal practice and leadership roles

Wrap-Up

BENEFITS

- Leverage workshop insights to initiate an action plan with next steps
- Learn specific steps you can take to develop leadership skills for yourself and others

Registration

To register, contact eva.booth@lawvision.com.

Payment Policy

Registration fees are due in full in advance of the workshop. Registrants may pay by VISA, American Express, Mastercard, or check. Make checks payable to Law Vision LLC.

Confirmation

Registrations are guaranteed by receipt of payment. All registrants will receive email confirmation of registration. If you do not receive a confirmation, please contact eva.booth@lawvision.com

Group Discounts

Please contact us to discuss rates for multiple attendees from the same firm. Pricing applies to public workshop. Contact us at 615-545-5530 to bring this workshop into your firm on a customized basis.

Rates: Build your own program – Choose any of the following packages:

- 1. Silver Package: \$2,395 for three days of sessions**
- 2. Gold Package: \$2,795 for four days of sessions**
- 3. Platinum Package: \$2,995 for all 6 days of sessions**

Note: Session 3 is only available as part of the Platinum Package and there is an additional charge for the Caliper assessment.

Cancellations & Refunds

Cancellations and refund requests must be made in writing via email to eva.booth@lawvision.com.

In the event of an attendee cancellation prior to four weeks before the start date, LawVision will make a full refund of any registration fees paid less a \$95 administration charge but assumes no liability for additional costs incurred by registrants. Those wishing to cancel within two weeks of the program may request a deferral to a future program. No refund permitted within three weeks of the workshop. No shows are not eligible for refunds. If you are unable to attend, you may substitute another individual to fill your spot.

Disclaimer

LawVision has the right to refuse any registration at its own discretion. NO TAPE RECORDING PERMITTED.