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Scenario Work: A Practical Application of our Learning

2016 LCLD Pathfinder Program

April 15 - 16, 2016

John “*The Purple Coach*” Mitchell

Our Agenda (From an Intuiting Perspective)

- A chance to get some experience applying all the concepts we’ve been learning



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Our Agenda (From an Sensing Perspective)

- Explore Your Organization's Fear About You
- Explore Reasons Your Organization's Fear is REAL
- Review Key Concepts from Program
- View slides
- Group Role Plays with John
- Individual Role Play
- Learn Something New About Career Success
- Achieve your Goals – Change the World!



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Associate Career Path = Turnover Mid-level Exodus



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How Law Firms View Associate Retention



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How Law Departments View Associate Retention



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Playing The Hand You' ve Been Dealt



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Changing The Hand You' ve Been Dealt



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Creating Opportunity



Exits as Options – Leave versus Creating Change



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7 Career Killing Scenarios

- I don't understand your request
- I disagree with your feedback
- I'm willing to become a _____ (specialization) attorney
- Too busy to have a career plan
- It is not my job
- Not getting picked for a big project or trial/deal team
- Passed over for Promotion



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Delegation | Big Picture Perspective

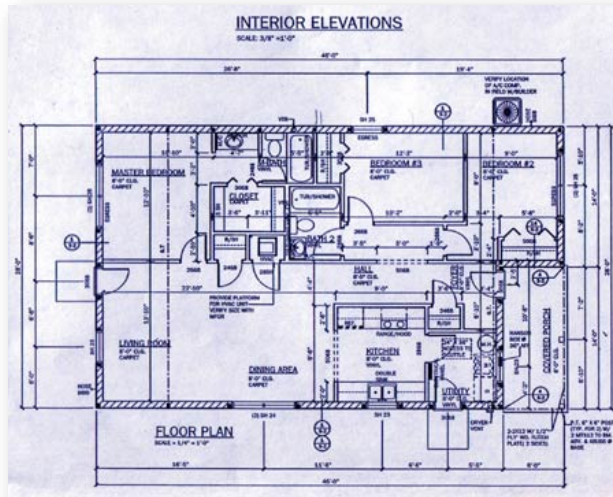


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Delegation | A Detailed Perspective



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Typical Law Firm Feedback



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Common Feedback Approach



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Feedback - Desired Approach



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Achieving Mastery Partner's Perspective



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Achieving Mastery YOUR Perspective



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Do You Know Brad?



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Career Plan



Not My Job



Pick Me!



The Promotion



Is IS Impacting Your Response?!



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Group Role Play Nightmare in Nigeria

John: Sr. Partner
Unah: Mid-level Associate
Jose: Mid-level Associate

Oil & Gas client has major pipeline project in Nigeria. John has to pick between Unah and Jose to send to Nigeria to support the client. Client is firm's third largest and this is a very high profile project in client's industry.



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Group Role Play Internal Client Chaos

John: Director level Product Manager
LaKeisha: Law Department, Assistant Counsel,
Retirement Team

Big Financial Advisory Firm rushing to get a new product to market and concerned about DOL's new "fiduciary rule" and how it impacts who is regulated in providing advice to retirement plans.



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Individual Role Play

1. Pair off with the person next to you
2. Pick one of the 7 Career Killing Scenarios
3. Quickly brief your partner on your scenario
4. You play yourself and your partner plays the antagonist
5. Role play 5 minutes of conversation
6. Spend 2 minutes debriefing the conversation
7. Switch Roles/Repeat Steps 1 - 6



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7 Career Killing Scenarios

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Individual Role Play Debriefing

- What did you learn about yourself?
- What parts of your approach worked?
- What parts of your approach did not work so well?
- What will you change when you do this at your firm?



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Thank You!

John E. Mitchell

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