



LEADERSHIP  
COUNCIL  
ON LEGAL  
DIVERSITY

## Scenario Work: A Practical Application of Our Learning

2017 LCLD Pathfinder Program  
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



LEADERSHIP  
COUNCIL  
ON LEGAL  
DIVERSITY

© 2016 KM Advisors, LLC All Rights Reserved.

1

## 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!



LEADERSHIP  
COUNCIL  
ON LEGAL  
DIVERSITY

© 2016 KM Advisors, LLC All Rights Reserved.

2

## Associate Career Path = Turnover Mid-level Exodus



LEADERSHIP  
COUNCIL  
ON LEGAL  
DIVERSITY

© 2016 KM Advisors, LLC All Rights Reserved.

3

## How Law Firms View Associate Retention



## How Law Departments View Associate Retention



## Playing The Hand You've Been Dealt



## Changing The Hand You've Been Dealt



## Creating Opportunity



Exits as Options – Leaving versus Creating Change



LEADERSHIP  
COUNCIL  
ON LEGAL  
DIVERSITY

8

## 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



LEADERSHIP  
COUNCIL  
ON LEGAL  
DIVERSITY

9

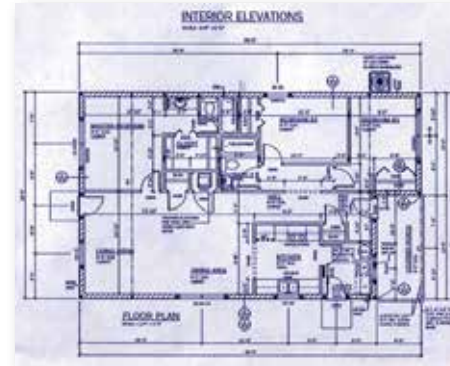
## Delegation | Big Picture Perspective



LEADERSHIP  
COUNCIL  
ON LEGAL  
DIVERSITY

10

## Delegation | A Detailed Perspective



LEADERSHIP  
COUNCIL  
ON LEGAL  
DIVERSITY

11

## Typical Law Firm Feedback



© 2016 KM Advisors, LLC All Rights Reserved.

12

## Common Feedback Approach



© 2016 KM Advisors, LLC All Rights Reserved.

13

## Feedback - Desired Approach



© 2016 KM Advisors, LLC All Rights Reserved.

14

## Achieving Mastery Partner's Perspective



© 2016 KM Advisors, LLC All Rights Reserved.

15

## Achieving Mastery YOUR Perspective



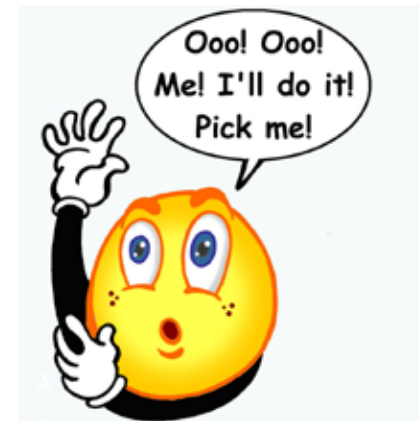
## Career Plan



## Not My Job



## Pick Me!



## The Promotion



20

## Is IS Impacting Your Response?!



21

## 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.



22

## 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.



23

## Individual Role Play

1. Pair off with the person next to you
2. Pick one of the 7 Career Killing Scenarios (listed on next slide)
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



© 2016 KM Advisors, LLC All Rights Reserved.

24

## 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 the trial/deal team
- Passed over for Promotion



© 2016 KM Advisors, LLC All Rights Reserved.

25

## 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 organization?



© 2016 KM Advisors, LLC All Rights Reserved.

26

## Thank You!

**John E. Mitchell**

KM Advisors

1341 W. Fullerton Avenue #222  
Chicago, IL 60614  
(773) 486-4620

[PurpleCoach@KMAdvisors.com](mailto:PurpleCoach@KMAdvisors.com)



© 2016 KM Advisors, LLC All Rights Reserved.

27