



THE LEGAL LEADERSHIP PROJECT



3 Examples of Tailored **Leadership Development** Programs

Where Leaders Are Made.



In today's legal landscape, lawyers need more than just legal expertise to deliver exceptional client results.

Legal professionals must become dynamic leaders who can effectively and confidently lead themselves, their teams, and drive firm success.

The Legal Leadership Project offers **twelve comprehensive leadership modules** to turn your lawyers to great leaders.

In a Choose Your Own Adventure style, your firm's leadership program is customised to the specific needs of your firm and your people.

This document contains three law firms of varying size, practice areas, and locations. These firms serve to illustrate how The Legal Leadership Project tailors its leadership development programs to meet the unique needs and challenges that firms face.



The Legal Leadership Framework

 <p>Personal Leadership</p>	 <p>Team Leadership</p>	 <p>Firm Leadership</p>
 Leadership Mindset	 Team Dynamics and Motivation	 Lead Through Change
 Credibility and Leadership Style	 Feedback and Coaching	 Strategic Planning and Execution
 Time and Energy Management	 Conflict Management	 Cultural Leadership
 Communication Skills	 Trust as a Foundation	 Business Development

Available Add Ons

→ **Coaching:** Focused sessions with the opportunity to delve into unique leadership challenges and set clear accountability goals.

→ **Diagnostics Tools:** Include DISC, MBTI, Belbin, and Clifton Strengths Finder.

→ **Discounted FLEX Memberships:** 12-month memberships to the Female Leadership Experience

→ **Books:** 'Great Lawyer to Great Leader', 'Take Off the Cape' and 'Unshakeable Confidence'



Head quartered in Brisbane, SouthBank Solicitors is a full-service firm with over 300 employees.

They have a 36% paralegal turnover rate, and there's growing dissatisfaction within the firm from the added pressures.

Last year, a major miscommunication incident in the litigation team led to an error that was costly for the client. The team's partners didn't handle it well, and team has struggled to work cohesively since.

Key Issues

- ✓ High turnover leading to high recruitment costs, increased workload and pressure on other staff.
- ✓ Client dissatisfaction and service quality.

Desired Outcomes/Goals

- ✓ Improve culture and communication within the firm to prevent further incidents.
- ✓ Reduce turnover and costs associated with hiring/training new staff.

SouthBank Solicitors

SouthBank Solicitors claim their free leadership strategy call with The Legal Leadership Project to develop a customised leadership program for the following groups:

- Partners (1 Group of 16pax)
- Litigation & Disputes Team (2 Groups of 14pax)
- All Paralegals (3 Groups of 12pax)

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Partners



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Litigation & Disputes Team

Selected Add Ons

- The Female Leadership Experience (The FLEX) Membership for 3 x Partners
- Midja's book 'Great Lawyer to Great Leader' for each participant

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Paralegals

Delivery Method

- Delivered fully in-house at South Bank office
- Full program completed over a 6-month period



HarbourView Legal Partners is a leading national law firm with offices in every major Australian city and have just opened an office in London. With expertise in a wide range of sectors, HarbourView Legal Partners provide comprehensive legal solutions with their 1000+ personnel.

The firm prides itself on its top legal talent and forward-thinking approach. With the incorporation of AI technology into practice, they're keen on developing their lawyers into leaders who can navigate these complexities with confidence and maintain strong client relationships.

Key Issues

- ✓ Navigating international expansion and maintaining excellent firm reputation
- ✓ Adapting to AI integration into legal services

Desired Outcomes/Goals

- ✓ Develop leaders that can navigate industry change
- ✓ Maintain market leadership and competitive advantage

HarbourView Legal Partners

HarbourView Legal Partners engages the Legal Leadership Project to create a customised leadership development package for:

- Newly promoted Partners (1 x Group of 11pax)
- Associates in Sydney, London & Brisbane (3 x Groups of 16pax)
- Graduates (4 x Groups of 15pax)
- Executive team (1 x Group of 14pax)

Delivery Method

Total delivery over a 12-month period.

- Partners program delivered both in house and online over six months
- Graduate program delivered in person during graduate orientation in February & July
- Associates programs delivered online over three months
- Executive team program delivered both in house and online over six months



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Partners

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Executive Team

Selected Add Ons

- Copies of Midja's book 'Great Lawyer to Great Leader' for each participant
- The Female Leadership Experience (The FLEX) Membership for 2 x newly promoted partners
- Belbin and Clifton Strengths Finder.

- 1-on-1 coaching with 3 x executive directors
- Belbin, and Clifton Strengths Finder.



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Associates

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Graduates



Rottnest Lawyers is a boutique family law firm based in Perth. The firm has seven staff, and want to increase their capacity and grow the business, however they're struggling to make ground because people keep leaving after 18 months.

They're having a hard time finding suitable candidates in a tight labor market, and client work is being done poorly as a result.

Key Issues

- ✓ Difficulties in recruiting and training new staff.
- ✓ Impact on client satisfaction and quality of work.

Desired Outcomes/Goals

- ✓ Create a positive, collaborative work environment that staff will want to stay in long-term.
- ✓ Strengthen team trust and collaboration.

Selected Add Ons

- 1-on-1 coaching for the Principal
- DISC & MBTI Diagnostics
- FLEX Membership for Junior Solicitor

Rottnest Lawyers

Rottnest Lawyers claim their free leadership strategy call with The Legal Leadership Project to develop a customised leadership program for the whole firm. The program is delivered in person over a 3-day firm retreat in Western Australia

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What's Next?

The Legal Leadership Project is ready to support your firm and your people – whether you have a team of 5 or 2000.

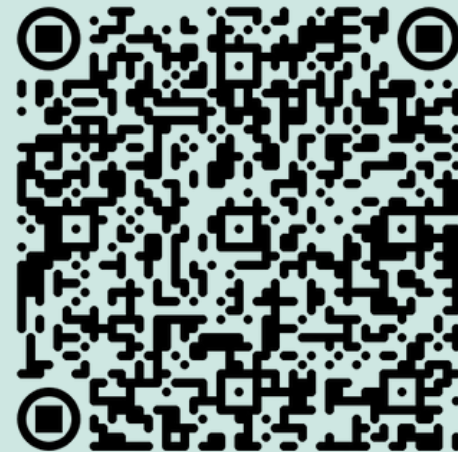
Once these firms have completed their initial program, The Legal Leadership Project Team will share a report detailing the group's progress and achievements over the delivery period and Future Steps for ongoing leadership development.

From here, law firms can

- Bring in more groups for the same tailored legal leadership program;
- Select different modules for the existing group to continue their leadership skill development training;
- Begin another completely customised leadership package.

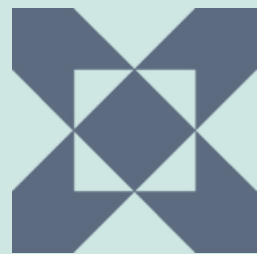
The Legal Leadership Project will help realise your lawyer's full leadership potential, deliver stronger firm performance and client value while positively contributing to firm culture.

Book your free leadership strategy call with the team at The Legal Leadership Project today.





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