



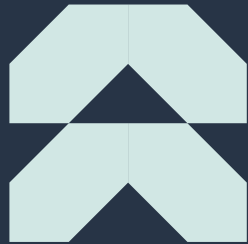
THE LEGAL LEADERSHIP PROJECT



CONFIDENCE



INFLUENCE




INNOVATION


**SPECIALISED LEADERSHIP TRAINING TO
TRANSFORM GREAT LAWYERS INTO GREAT LEADERS.**

Meet the Founder

I'm Midja Fisher, the founder of The Legal Leadership Project. My journey in leadership and professional development of lawyers comes from over twenty years of experience as a lawyer and partner at a national law firm.

A portrait of Midja Fisher, the founder of The Legal Leadership Project. She is a woman with long, wavy, light brown hair, smiling and looking slightly to her right. She is wearing a black blazer over a black top. The background is a light teal color with a dark teal triangle in the top right corner.

My leadership philosophy is centred on fostering authentic, confident, and courageous leaders who embrace their unique personal style.

An aerial photograph of a river delta, showing a complex network of water channels and land. A long, thin bridge spans across the middle of the image. The water is a deep blue-green color, and the land is a lighter, sandy brown. The overall scene is serene and natural.

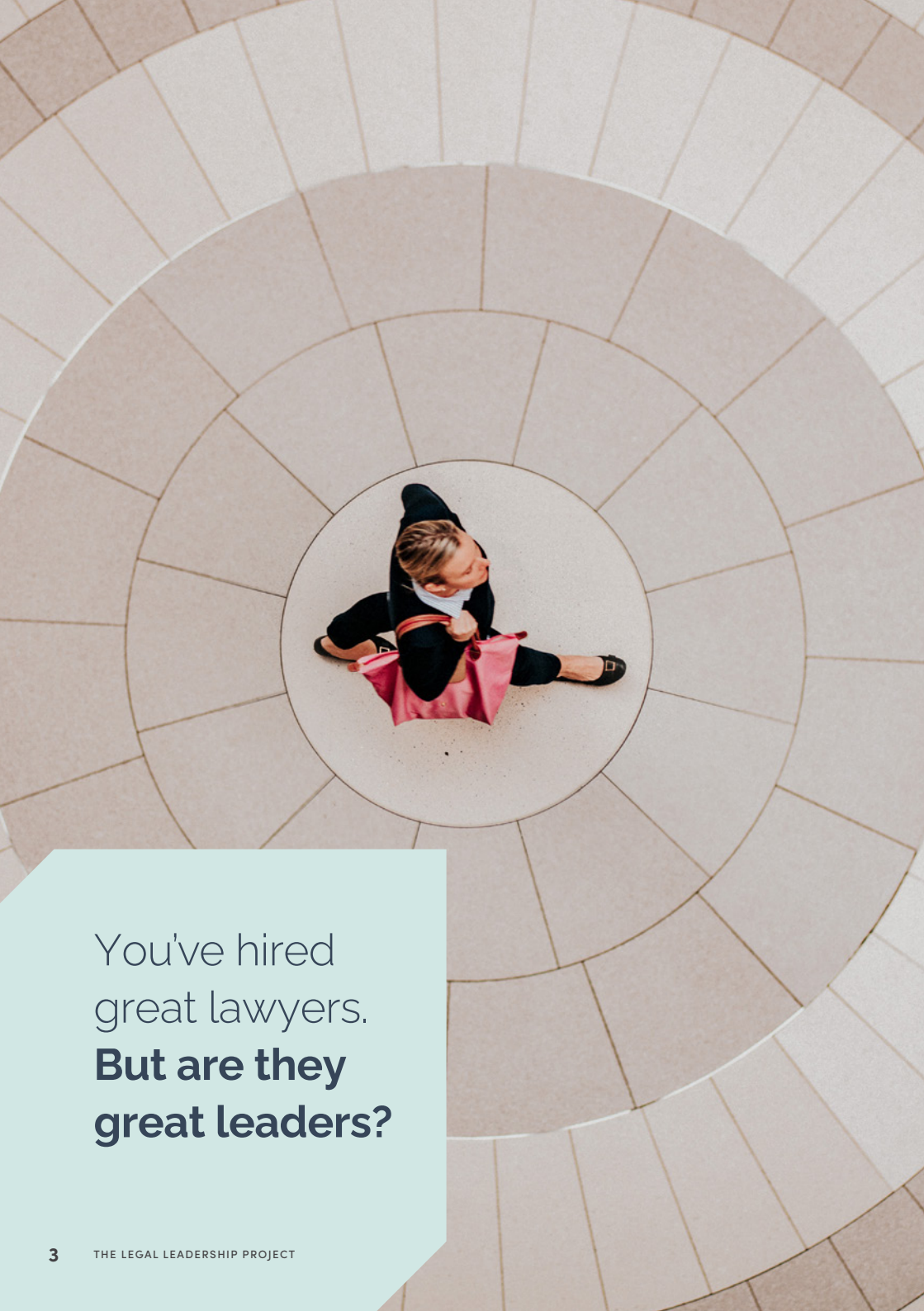
As a lawyer and partner, I was dedicated to achieving client goals and driving firm performance, which has given me a deep understanding of the practice of law and the intricate dynamics of law firms.

It was during my legal career that I recognised the profound impact of effective leadership and decided to pursue by true passion in learning and leadership development.

I've mentored and coached legal leaders at various stages of their careers and have facilitated hundreds of corporate workshops. My experience and expertise uniquely position me to assist law firms in developing their lawyers into effective leaders. I've written three books on leadership, including *'Great Lawyer to Great Leader'*, *'Take Off the Cape'* and *'Unshakeable Confidence'*.

My leadership philosophy is centred on fostering authentic, confident, and courageous leaders who embrace their unique personal style. I firmly believe in the transformative power of leadership – it's not just about individual career growth, but also about reshaping the culture and success of law firms.

At The Legal Leadership Project, I leverage my experience to guide and develop lawyers into great leaders. These legal leaders are not only adept at navigating legal complexities with confidence, but are also proficient in managing teams, driving innovation, and enhancing client relationships.



You've hired
great lawyers.
**But are they
great leaders?**

Introduction

The difference between a good law firm and a great one lies in its leadership at every organisational level. At The Legal Leadership Project, we recognise that while the profession attracts people with great analytical and problem-solving skills, lawyers need more than just legal expertise to deliver exceptional client results. In today's competitive legal landscape, lawyers must be dynamic leaders who can effectively and confidently lead themselves, their teams, and drive the firm's success.

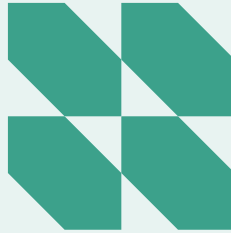
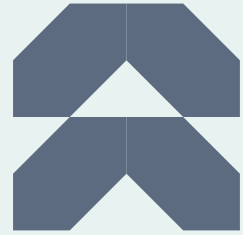
Gone are the days when technical expertise alone sufficed for a leadership role, with firms hoping they'd rise to the occasion without any of the tools. Results from the 2023 Tech and The Law survey by Thomson Reuters, shows that 'attracting and retaining the right legal talent' is the number 1 priority of over 70% of respondents.

In this legal market, law firms must commit to investing in their people. The 2023 Dye & Durham Changing Legal Landscape Report reveals that only 32% of law firms have a strategy for this. Without a focus on leadership development, firms risk losing their best talent to other firms and organisations, and suffering productivity losses from stress, burnout, and disengagement.

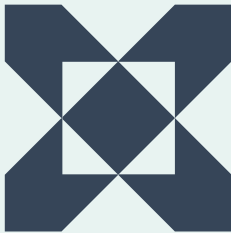
In this market, confident leaders are essential for inspiring performance and delivering value to clients.

The Legal Leadership Project is dedicated to transforming your great lawyers into great leaders. Our leaders are confident collaborators, committed to both personal and professional success. With a fully customisable program, The Legal Leadership Project offers tailored and meticulously designed training to unleash your lawyers' full potential as leaders. They'll gain confidence, and skills that deliver stronger firm performance and client value, while positively contributing to firm culture.

The Legal Leadership Framework



Firm
Leadership
INNOVATION



Team
Leadership
INFLUENCE

Personal
Leadership
CONFIDENCE



Core Development Pillars of The Legal Leadership Framework



Personal Leadership

This pillar focuses on personal development, helping lawyers to cultivate self-awareness, resilience, and a growth mindset. It's about transforming individual lawyers into leaders who are confident and capable of managing themselves effectively in the dynamic legal environment.



Team Leadership

Here, we delve into the art of managing and inspiring legal teams. Modules in Team Leadership are designed to equip your lawyers with the skills necessary for effective team leadership, from coaching and conflict resolution to motivation and delegation.



Firm Leadership

This pillar addresses the broader aspects of leadership within the firm's context. It covers strategic thinking, business development, culture development and organisational leadership, ensuring that your people are prepared to contribute to the firm's success at a higher strategic level.

Is The Legal
Leadership
Project **right for
your law firm?**



DOES YOUR FIRM WANT TO:

- Be profitable?
- Deliver exceptional client results?
- Build engagement and loyalty across teams?
- Attract and retain the best legal talent?
- Grow the leadership skills and capabilities of your people?
- Invest in future partners?

The Legal Leadership Project is not just right for your firm – it's an essential investment in your future success.

Curriculum Overview

The Legal Leadership Project offers a pathway of twelve comprehensive leadership modules to take your lawyers to great leaders. Whether you start from the beginning or select modules most relevant for your teams, your leadership program is customised to the specific needs of your firm and your people.

 <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. These coaching sessions are tailored to facilitate individual success and professional growth.
- **Diagnostics Tools:** These reports provide individual feedback on current leadership capabilities and build self-awareness. They help to measure and develop leadership effectiveness. 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'*

Personal Leadership

LEARNING OUTCOMES:



LEADERSHIP MINDSET

- Build self-awareness
- Take accountability
- Build resilience and adaptability
- Develop emotional intelligence to recognise and manage your emotions
- Be proactive and not reactive.



CREDIBILITY AND LEADERSHIP STYLE

- Define your leadership style
- Leverage your strengths
- Project confidence and authenticity
- Grow your credibility
- Define and articulate your unique leadership brand
- Increase your visibility in the firm
- Connect your purpose and values to your role.



TIME AND ENERGY MANAGEMENT

- Work smarter and optimise productivity
- Minimise interruptions and distractions
- Balance legal and management responsibilities
- Avoid burnout and handle stress effectively
- Develop habits for personal and career sustainability.



COMMUNICATION SKILLS

- Enhance your ability to express ideas clearly and persuasively
- Manage non-verbal signals to enhance communication
- Engage through powerful presentation skills
- Understand the impact of technology on communication
- Ask for feedback effectively.

Team Leadership

LEARNING OUTCOMES:



TEAM DYNAMICS AND MOTIVATION

- Identify and navigate the stages of team development
- Create a positive team environment
- Set SMART goals
- Implement collaborative team strategies
- Adapt your leadership approach based on team's needs
- Apply motivational strategies to leverage team strengths.



CONFLICT MANAGEMENT

- Confidently handle the tough conversations
- Implement conflict resolution and de-escalation strategies
- Engage practical negotiation skills
- Reach mutually beneficial agreements
- Create a positive conflict culture.



FEEDBACK AND COACHING

- Master the art of delivering clear, specific, and actionable feedback
- Develop active listening and questioning skills
- Conduct coaching conversations to drive performance
- Cultivate a coaching culture within your team.



TRUST AS A FOUNDATION

- Develop behaviors and actions that establish trust within your team
- Delegate tasks efficiently
- Establish clear expectations
- Empower team members and build confidence and competency
- Balance autonomy and accountability in your team.

Firm Leadership

LEARNING OUTCOMES:



LEAD THROUGH CHANGE

- Combat change resistance
- Navigate and lead through firm and legal-industry change
- Understand the dynamics of change processes
- Implement strategies to facilitate smooth transitions
- Innovate through change.



STRATEGIC PLANNING AND EXECUTION

- Develop the ability to think strategically
- Formulate clear and effective firm strategies
- Assemble and lead teams to execute strategic initiatives
- Lead divergent thinking for problem-solving and growth.



CULTURAL LEADERSHIP

- Clearly articulate and communicate the firm's values and mission
- Align culture with the strategic goals
- Develop a firm culture plan to create and sustain a positive and thriving culture
- Foster inclusivity and diversity.



BUSINESS DEVELOPMENT

- Strategically build and navigate professional relationships and networks
- Develop a deep understanding of strategic business development, including market analysis
- Identify opportunities, and create effective growth strategies
- Develop commercial business plans
- Sales and pitching skills.

WORKSHOPS

These power-packed workshops are delivered in-house or online and are designed to produce practical leadership strategies and skills that can be implemented immediately into the workplace.

ACCOUNTABILITY WEBINARS

Accountability webinars are held between workshops to build on participants understanding from the workshop and ensure that participants have followed through on their workshop and coaching commitments. Teams are able to ask questions and solidify their key learnings.

LEADERSHIP TOOLKIT

Our interactive workbook is a key tool for reinforcing workshop learnings, offering practical exercises, reflection pages, and resource guides tailored to each topic. It's designed to facilitate personal and professional growth, ensuring the application of practical leadership strategies in the legal environment.

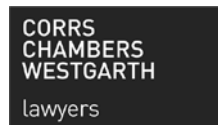
EXTRA RESOURCES

An additional rich collection of videos, book recommendations, leadership podcasts, and newsletters. These resources provide ongoing support and insights, connecting participants with a broader community of legal leadership professionals.

RECOMMENDATIONS REPORT

The Recommendations Report begins with an Initial Leadership Survey to gauge your team's current leadership strengths and areas for growth. Following the program, an End of Program Survey assesses progress and achievements. The report concludes with tailored Future Steps, offering strategic guidance for continued leadership development and sustained success within your firm.

Previous Clients





Testimonials

"Midja has an energetic ability to inspire our firms' leadership team to grow our people to their full potential. She has provided me with thought provoking and challenging leadership, mindset and values content for some years now. My leadership team wait with anxious breath every Monday for her podcast!"

Melanie Findlay
(Managing Partner, Rees Jones)

"I have worked with Midja for a number of years engaging her services both as a mentor, and a facilitator. Her presence and style has a magic to it. She inspires confidence and empowerment and after each session I came away excited to carve out new ideas, push boundaries and smash some goals."

Clare Eves (National Practice Leader, Shine Lawyers)

Midja is a great ambassador for the legal profession. Knowing Midja personally, and working with her professionally, I can attest to her knowledge and expertise of leadership in the legal profession."

Marko Novakov (Senior Legal Advisor, College of Law)

"We have been lucky enough to have Midja providing legal leadership training to our firm, and we are never letting her leave our team! Midja has presented sessions to for lawyers at all levels, including running our in-house leadership program. Midja is a breath of fresh air and has been instrumental to the leadership training at the firm."

Alison McNamara
(Legal Director, Chamberlains)

"We were very fortunate to have Midja come and present her series of workshops on Leadership Development to our Management Team. Midja's uplifting attitude and fun coaching style had a huge positive influence on our team! The team thoroughly enjoyed their sessions with her and the results were amazing, especially in relation to soft skills and people management."

Andrew Antonopoulos
(Director, ABA Legal Group)

"We have had Midja engaged in our law firm for team wide leadership training at our retreat and more recently on an ongoing basis to help us to take our leadership team to the next level. Midja has brought change about in our team so now they are more confident and engaged leaders. She has experience and passion that ignites the team into action. Her way of presenting is fun and engaging so everyone looks forward to her sessions. The value that Midja has brought to our firm has been 10x the investment made!"

Caralee Fontenele
(Director, Collective Family Law)

"Thank you again for the fantastic job you did facilitating our Firm Retreat. Your expertise, energy, and insights ensured the day was a great success where we not only learnt lots but had lots of fun as well. Your attention to detail in tailoring the program to fit who we are as a firm was really appreciated. We have received wonderful feedback from our team and are looking forward to working with you on our next project."

Emma Donaghue (partner)
and Selina Nutley (partner),
McMahon Clarke





THE LEGAL LEADERSHIP PROJECT

WHERE LEADERS
ARE MADE.



thelegalleadershipproject.com

