



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

Charting Your Path While Avoiding the Road Blocks

2013 LCLD Fellows Program

March 20, 2014

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Our Plan Today

- Our Agenda for the Afternoon
- Program Goals
- Ground Rules for our Conversation





Detours, Roadblocks and Train Wrecks

What are the most common (and challenging) obstacles to creating your ideal career?





Sometimes We Know





Sometimes We Don't





Minor Damage





Major Damage





Who Rescues YOU?!





Small Group Discussions

Work with your group members to:

- Pick 3 – 5 Roadblocks to focus on
- How do you identify the road block from a distance?
- How do you avoid the road block?
- How do you recover when you hit the road block head on?!





Sharing the Learning

What did we learn from our groups?

Strategies for:

- Identifying Road Blocks
- Planning Alternate Routes Around Road Blocks
- Obtaining Assistance When You Don't Avoid the Road Block





Sponsors / Supervisors

Conversations with Sponsors, Supervisors and others working with hi-potential attorneys revealed these common road blocks:

- Lack of initiative
- Failure to see “the big picture”
- Failure to “own” assignments and projects
- Inability to lead peers





Learning Professionals

Conversations with chief learning officers, professional development staff, and external coaches and others working with hi-potential attorneys revealed these common road blocks:

- Lack of self-awareness
- Failure to create a career plan
- Underestimating the power of networking
- No understanding of competencies needed at the next level
- Inconsistent/Non-existent/Muddled feedback loops





Career Derailers





Career Derailers

- Inability to Change or Adapt During a Transition
- Problems with Interpersonal Relationships
- Failure to Build and Lead a Team
- Failure to Meet Business Objectives
- Too Narrow of a Functional Orientation

Source: Center for Creative Leadership – Benchmarks Assessment





How Accurate is Yours?



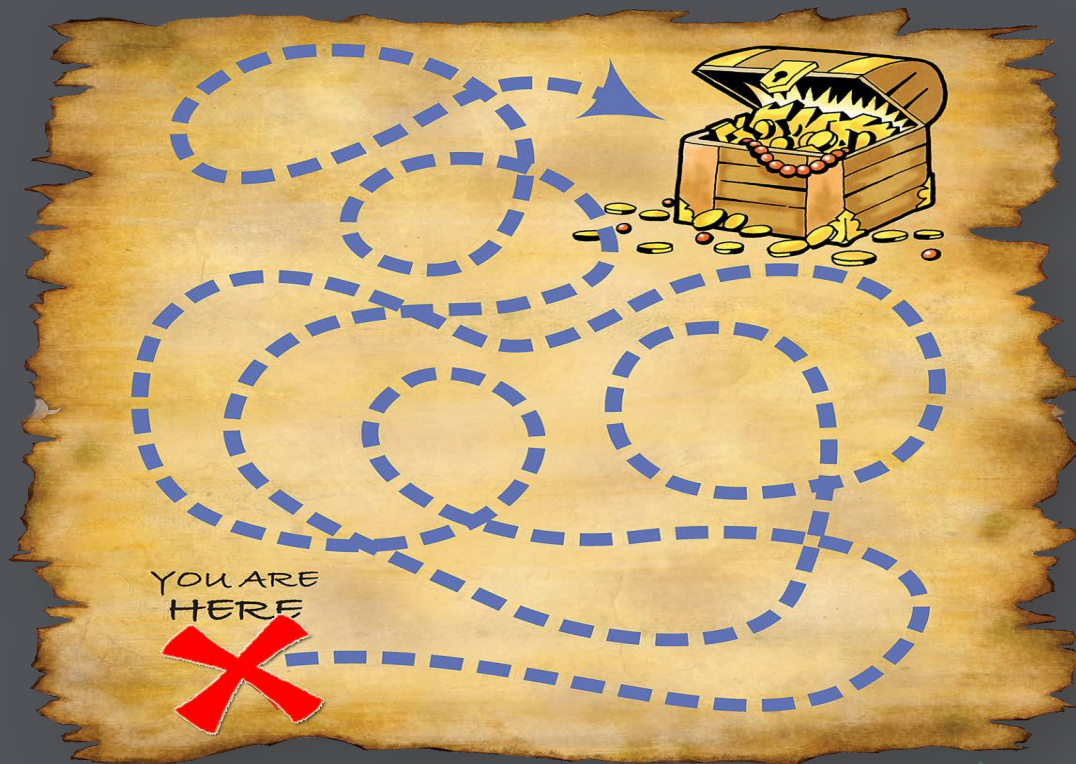


Where Do You Want to Go?





A Linear Path?!





Break!

- 30 Minute Break
- Refreshments are right outside the room





Setting a Direction

- Where do you want to go?
- Do you know path to that place?
- Do you know what it takes to get there?





Planning Tools





Planning Tools





Creating A Plan

Know yourself – what do YOU want?

- Your definition of success
- Your path – has it been an intentional journey?
- Job versus Career
- Lifestyle
- Best Work
- Legacy





Small Group Discussions

What is your definition of success?

- How does that apply to your work?
- How does your definition impact the career choices you make?
- What have you learned about yourself from your definition?





Small Group Discussions

List each work and educational experience since high school.

- Who made the choice – you or someone else?
- How do you feel about that path?
- What have you learned about yourself from this journey?
- Magic wand opportunity – would you change anything?





Small Group Discussions

Job versus Career

- Are these words synonyms?
- What do they mean to you?
- If there is a difference, which do you need right now?





Small Group Discussions

Think about your lifestyle – how you live all aspects of your life

- What do you love about your current lifestyle?
- What do you want that is not currently in your lifestyle?
- What is your ideal lifestyle?
- How do you pursue your ideal lifestyle while practicing law?





Small Group Discussions

What is your best work? [Description, not a title]

- What do you think is your best work?
- What do your friends say you contribute “effortlessly”?
- Can you design a career around your best work?
- What can you do to begin that process tomorrow?!





Small Group Discussions

What do you think when you hear “legacy”?

- What is your legacy?
- What do you want it to be?
- Are you living your legacy each day?
- What do you need to start living your legacy?





Putting It All Together

Sharing the Learning

- What have you learned about yourself that impacts your career?
- What do you need to learn about your employer's performance standards and expectations for professional development?
- Which road blocks are big risks for you? Do you have a plan to identify, avoid and/or recover from the road block?
- Are you living your legacy each day?
- What do you need to start living your legacy?





Your Ideal Career





Self Awareness - The Most Important Tool





Thank You!

John E. Mitchell

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