



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

Charting Your Path While Avoiding the Road Blocks

2014 LCLD Fellows Program
Third Meeting
March 25, 2015
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KM Advisors

Our Plan Today

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



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Detours, Roadblocks and Train Wrecks

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



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Sometimes We Know



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Sometimes We Don't



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Minor Damage



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Major Damage



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Who Rescues YOU?!



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Small Group Discussions

- Work with your group members and your facilitator 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?!

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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



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Sponsors'/Supervisors' Perspective

- 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



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Learning Professionals' Perspective

- 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



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Career Derailers



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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



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How Accurate is Yours?



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Where Do You Want to Go?



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A Linear Path?!



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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?



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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



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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?



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Small Group Discussions


- List each job 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?



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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?



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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?



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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?!



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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?



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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?



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Your Ideal Career



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Planning Tools



Planning Tools



Self Awareness - The Most Important Tool



Thank You!

John E. Mitchell

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