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# Charting Your Path While Avoiding the Road Blocks

2015 LCLD Fellows Program

Third Meeting

March 3, 2016

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KM Advisors

# Our Plan Today

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



# Detours, Roadblocks and Train Wrecks

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

# 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 to:

- Pick 2 – 3 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' 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



# 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



# 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

# Increase Your Resilience and Increase Your Likelihood of Success

- Set Goals (Learning v. Performance)
- Take Risks
- Prime Your Environment (Symbols)
- Compete Against Yourself
- Savor Success
- Power of Hope – belief in purpose, something greater than self



# How to Use Coaching Tools With Your Accountability Partner

- Ask First!
- Focus on your partner's agenda not your agenda
- Be in service to your peer
- Use your questions and comments to explore alternative perspectives and options



# BREAK!

Please Be Back in 30 Minutes



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# How Accurate is Yours?



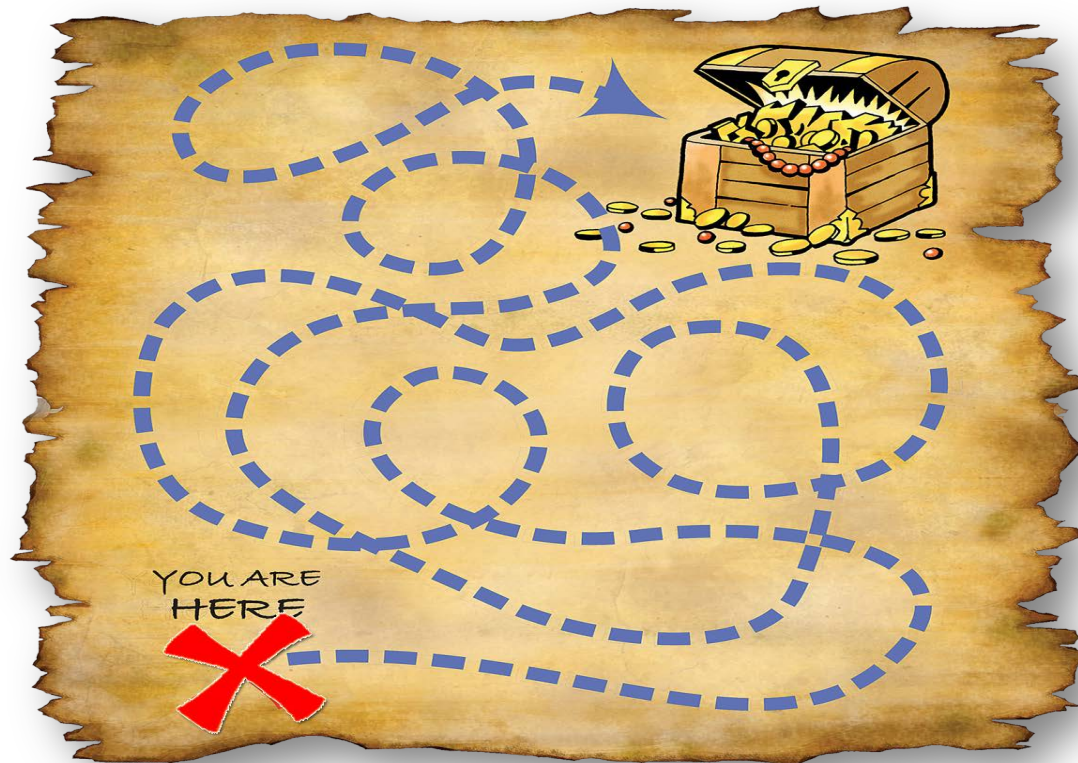
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# Where Do You Want to Go?



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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?



# 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?

# 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?





# Small Group Discussions

## Job vs. 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?



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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?



# Your Ideal Career



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# Planning Tools



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# Planning Tools



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# Self Awareness – The Most Important Tool



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# Thank You!

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