



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

Scenario Work: A Practical Application of our Learning

2016 LCLD Pathfinder Program

April 1 - 2, 2016

John “*The Purple Coach*” Mitchell

Our Agenda (From an Intuiting Perspective)

- A chance to get some experience applying all the concepts we’ve been learning



© 2016 KM Advisors, LLC All Rights Reserved.

1

Our Agenda (From an Sensing Perspective)

- Review Key Concepts
- Explore Your Firm's Fear About You
- Explore Reasons Your Firm's Fear is REAL
- View slides
- Group Role Play with John
- Individual Role Play
- Learn Something New About Career Success
- Achieve your Goals – Change the World!



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

© 2016 KM Advisors, LLC All Rights Reserved.

2

Associate Career Path = Turnover Mid-level Exodus



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

© 2016 KM Advisors, LLC All Rights Reserved.

3

Your Firm's View of Associate Retention



Creating Opportunity



Exits as Options – Leave versus Creating Change

Playing The Hand You've Been Dealt



© 2016 KM Advisors, LLC All Rights Reserved.

6

Changing The Hand You've Been Dealt



© 2016 KM Advisors, LLC All Rights Reserved.

7

7 Career Killing Scenarios

- I don't understand your request
- I disagree with your feedback
- I'm willing to become a _____ (specialization) attorney
- Too busy to have a career plan
- It is not my job
- Not getting picked for the trial/deal team
- Passed over for Promotion



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

© 2016 KM Advisors, LLC All Rights Reserved.

8

Delegation | Big Picture Perspective

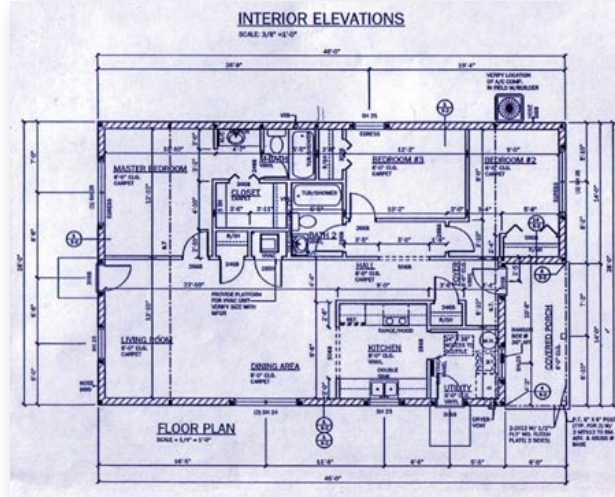


LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

© 2016 KM Advisors, LLC All Rights Reserved.

9

Delegation | A Detailed Perspective



Typical Law Firm Feedback

Common Feedback Approach



© 2016 KM Advisors, LLC All Rights Reserved.

12

Feedback - Desired Approach



© 2016 KM Advisors, LLC All Rights Reserved.

13

Achieving Mastery Partner's Perspective



© 2016 KM Advisors, LLC All Rights Reserved.

14

Achieving Mastery YOUR Perspective



© 2016 KM Advisors, LLC All Rights Reserved.

15

Career Plan



Not My Job



Pick Me!



The Promotion



Group Role Plays



© 2016 KM Advisors, LLC All Rights Reserved.

20

7 Career Killing Scenarios

- I don't understand your request
- I disagree with your feedback
- I'm willing to become a _____ (specialization) attorney
- Too busy to have a career plan
- It is not my job
- Not getting picked for the trial/deal team
- Passed over for Promotion



© 2016 KM Advisors, LLC All Rights Reserved.

21

Individual Role Play

1. Pair off with the person next to you
2. Pick one of the 7 Career Killing Scenarios
3. Quickly brief your partner on your scenario
4. You play yourself and your partner plays the antagonist
5. Role play 5 minutes of conversation
6. Spend 2 minutes debriefing the conversation
7. Switch Roles/Repeat Steps 1 - 6



© 2016 KM Advisors, LLC All Rights Reserved.

22

7 Career Killing Scenarios

- I don't understand your request
- I disagree with your feedback
- I'm willing to become a _____ (specialization) attorney
- Too busy to have a career plan
- It is not my job
- Not getting picked for the trial/deal team
- Passed over for Promotion



© 2016 KM Advisors, LLC All Rights Reserved.

23

Individual Role Play Debriefing

- What did you learn about yourself?
- What parts of your approach worked?
- What parts of your approach did not work so well?
- What will you change when you do this at your firm?



© 2016 KM Advisors, LLC All Rights Reserved.

24

Thank You!

John E. Mitchell

KM Advisors

1341 W. Fullerton Avenue #222
Chicago, IL 60614
(773) 486-4620

PurpleCoach@KMAdvisors.com



© 2016 KM Advisors, LLC All Rights Reserved.

25