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## Charting Your Path While Avoiding the Roadblocks

2017 LCLD Fellows Program  
Third Meeting  
March 1, 2018  
John "*The Purple Coach*" Mitchell  
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



## 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 roadblock from a distance?
- How do you avoid the roadblock?
- How do you recover when you hit the roadblock head on?!



## Sharing the Learning

- What did we learn from our groups?
- Strategies for:
  - Identifying Roadblocks
  - Planning Alternate Routes Around Roadblocks
  - Obtaining Assistance When You Don't Avoid the Roadblock



## Sponsors'/Supervisors' Perspective

- Conversations with Sponsors, Supervisors and others working with high-potential attorneys revealed these common roadblocks:
  - 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 high-potential attorneys revealed these common roadblocks:
  - 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

## Increase Your Resilience and Increase Your Likelihood of Success

- Set Goals (Learning vs. 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.



## How Accurate is Yours?



## Where Do You Want to Go?



## A Linear Path?!



## Setting a Direction

- Where do you want to go?
- Do you know the 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

## 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?



## 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 roadblocks are big risks for you? Do you have a plan to identify, avoid and/or recover from the roadblock?
- Are you living your legacy each day?
- What do you need to start living your legacy?

## Your Ideal Career



## Planning Tools



## Planning Tools





## Self Awareness – The Most Important Tool



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## The Power of Your Posse



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## Thank You!

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