



QUICK TIPS: Navigating Your Organization

*Learning how to navigate your organization can be stressful—it's not always clear who to connect with or how to position yourself for success. The following are suggestions from LCLD Alumni about how to navigate the legal workplace. [Click here](#) to read a Q&A with Fellows **Jaimala Pai** and **Jason DeJonker**.*

- **Advocate for yourself** by building your brand through discussing your projects, achievements, and the areas you need experience in, and requesting projects that provide visibility, all to progress in your own career.
- **Remember that there are numerous ways to be successful and effective.**
- **Recognize that the people that matter are those that have recognizable, repeat business.**
- **Seek both mentors**—who can provide you with advice and guidance as you consider options in your career—**and sponsors**—who are internal influencers or can actually influence those in positions of authority within the organization—**and know the difference.**
- **Never stop networking!** Internal events are critical, because you never know where you will meet people who can bring you more complex work or who have greater power within your organization. Employee resource groups, affinity bar associations, and LCLD are great places to connect with people outside your organization who understand the challenges you face.
- **Be open to taking on assignments in a different area** as a means of gaining experience and showing your willingness and eagerness to learn something new. Employers want smart people whose skills fit the job, but those that are most successful are enthusiastic about the organization, the team, and the work.
- **Show how your skills are transferrable**, particularly when considering a move to a different practice area or role within your organization.
- **When considering a transition, reach out to both your direct supervisor and the person that would supervise you if you were to make an internal transition.** (Bonus points if you have a separate sponsor within your organization who would be completely separate from your current supervisor and “dream” supervisor.)

- **If you feel stuck, take time to figure out whether it is you or the organization that's the problem.** Think about why you came to that place, what kind of work you wanted to do, and with which people you expected to work. If the answers to these questions haven't changed since you joined the organization, then the issue may be more you than the job. If, however, certain of these inputs changed—for example, the amount of work in the practice area for which you joined the firm has decreased—then it may be more on the organization than on you.
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2012 Fellow **Jaimala Pai** is Senior Legal Director, New Business Models & Value-Based Healthcare, at Medtronic, Inc., where she establishes global line of sight to advise Medtronic when it acts in a capacity other than a decision manufacturer or enters into arrangements that share direct accountability for health care costs and patient outcomes. She was previously Senior Counsel for Colorplast Corp. and spent several years as Senior and Associate General Counsel at UnitedHealthcare.



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