

## **EnergiseLegal case study**

### **For Solicitors/Career Management/Career Transitions**

#### **Career sabbatical, new job, new country, new home**

##### **The Brief**

- After over ten years with the same firm and long hours of hard work and pressured fee earning, without a break except holidays, our client was at a major life and career crossroads, thinking about where to live for the next phase of their life and what direction they wanted to take their career to honour their values and give them the lifestyle and work culture that they wanted.

##### **Our Role**

- We helped them to understand what they most enjoyed about their work and they created a plan to focus more time on doing the activities that they liked to increase their career fulfillment, e.g. speaking at conferences and networking. Planning ahead for their next career move, they initiated conversations with recruiters and contacts to understand the current market and explore what options existed for them at a senior level, were they to move.
- They decided that what they really wanted and needed at this point was to take a career sabbatical for 3-6 months. We helped them to prepare key points about how to successfully negotiate this with their current employer and put themselves in the shoes of their current employer, thinking about the benefits their sabbatical gave their employer, e.g. giving a more junior member of staff the opportunity to step up and take more responsibility, saving the firm money from not having to pay their salary for a period of

time, and how and when to best communicate their career sabbatical internally etc.

- They used us as a sounding board to explore how they wanted to spend their career sabbatical and think through different scenarios depending on the outcome of Brexit for their return. We also helped them to create a plan to cover their ongoing costs while they were travelling and how best to keep their home secure and looked after in their absence.

## The Result

- Their career sabbatical is the first ever agreed for their employer and a great example of a lawyer using the negotiation skills they use for their clients for their own benefit.
- They decided to move jobs, country and home and are enjoying their new life and work.

## Client Testimonial

*“Coaching provides a reflective space and professional support for considering and making changes, setting goals and planning how to achieve them. Working with Rachel as my coach provided a positive voice about what I was capable of, uncovering insights about what was really important to me and what next in my career and life, and the importance of ongoing learning and embracing new challenges. Coaching helped me to arrange a career sabbatical, and move countries, employers and home, with tools and support along the journey. I now feel happier and more content in myself and have more faith in myself to make big change happen. Rachel’s coaching style is empathetic, insightful, structured, practical, intuitive, intelligent, supportive, tangible and wise – the opposite of ‘wishy washy’! If you are seeking to make a big change, individual coaching with an experienced coach is invaluable and worth investing in.”*

Nicola