

## **EnergiseLegal case study**

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

#### **A career secondment and new career direction**

##### **The Brief**

- To help them increase career fulfilment, reduce stress and define the right future long term career direction for them.
- Our client had already switched firms and practice groups for a better fit with her interests, but was feeling stressed and unfulfilled at the intensity of private practice and fee earning targets.
- A talented musician with many interests outside work, as a short term step, they negotiated to work 4 days instead of 5, allowing them time for their other interests and switched to a professional support lawyer role with their current firm, a new role that they could create for themselves and enjoy autonomy in, with no fee earning pressure.

##### **My Role**

- We helped them to understand themselves in depth, what was really important to them, what motivated them, their skills, qualities, experience and knowledge etc.
- We helped them to create a focused approach to building their network to broaden their future options and shared useful ideas for them to gain new experience and confidence, e.g. a volunteer role at a prestigious music Summer school increased their confidence, experience and network.
- They then found an opportunity in music management with an organisation at a business crossroads with whom they could work 1 day a week, combining this with 4 days a week as a professional support lawyer.

- Keen to really experience if they wanted to move away from law and use their skills in a different career direction, combining their love of music, I supported them to successfully negotiate a secondment, followed by an extension to their secondment, giving them time to make a key decision for their future career direction.
- We helped them to understand the benefits to their employer of them taking a secondment, building the employer brand of the firm to attract future talent.
- They decided that the partnership track was not for them and to resign from private practice and move into music management.
- They are now working full time as part of the management at English Chamber Orchestra, using they legal skills in different and new ways.
- They are being paid for oboe performances, so have the beginnings of a varied and fulfilling portfolio career.

## Client Testimonial

*“I cannot believe how far I have come since I first got in touch with you!”*

Lydia Brookes.