

## **EnergiseLegal case study**

### **For Solicitors/Career Management/Career Transition**

#### **New managing partner earns stripes.**

##### **The Brief**

- Quarterly 1 hour coaching (Zoom) for new Managing Partner of an established specialist law firm, following many years as an employee with the firm.
- Coachee setting agenda for coaching.
- Recommended coach to the firm by the previous coach who retired, due to my legal profession specialism.
- Managing the firm during Covid-19 pandemic with staff working at home.

##### **Our Role**

- Objective and confidential sounding board.
- Share talent management and development insights to engage and develop team.
- Reflect back observations and share ideas to successfully navigate transition to Managing Partner role from Partner.
- Support through challenges of leading a firm through a global pandemic.
- Support to play to coachee's strengths of innovation + stakeholder management.

##### **The Result**

- Staff workshops to identify insights in case management to increase expedient working and engage staff.
- Action panel of engaged clients to inform service innovation.
- Development of leadership style – increased patience and flexibility of approach.
- Ongoing focus on innovation to stay ahead of competitors.
- Conducted research with clients for experience of contact management system to identify insights to enhance.

- Blocked out 1 day a month to think, plan and innovate.
- Growth of firm revenue, despite Covid-19.
- Introduction of career motivation conversations as part of annual Performance Development Reviews of staff.
- Development of structured career paths to engage staff with career milestones and transparent criteria.
- Identification of successor.
- Introduction of part time and hybrid working policy, including portfolio careers.
- Removed a toxic member of staff.