

Helping Lawyers Go "Gentle" Out of the Firm



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Agenda

- Introductions
- Trends and Implications
- The Individual Lawyer's Role
- The Firm's Role
- Why a Professional is Needed
- Your Role as an Internal Career Counselor
- Putting the Pieces Together
- Resources

Trends/Implications

- Some firms are making difficult performance decisions and transitioning people
- Although opening up, it is still a tough market
- Career moves/transitions are taking longer
- Old market ways are not as effective
- Competition for open positions is very strong



The Individual Lawyer's Role

If We Could Lock Law Students In A Room Before They Graduated, Here's What We'd Tell Them...

- Don't wait until you need a job to focus on career development
- Look for experiences that will build your skill set
- Don't overstay your welcome
- Reassess and career plan at least once a year
- Make networking a priority
- Find/cultivate mentors
- Manage your finances
- Pursue your passions outside of the law

Skills Needed For An Effective Job Search

- Resume and cover letter writing
- Networking/ relationship building
- Interviewing
- Marketing/self-promotion
- Creative/out of the box thinking
- Research
- Time/stress management



Key Ingredients to An Effective Job Search

- Time
- Key supporter or guide
- Discipline
- Willingness
- Patience
- Desire/Motivation
- Self-awareness
- Self-confidence
- Courage
- Thick skin



The Firm's Role: Start From the Very Beginning

- Train associates from day one to take ownership of their careers:
 - Career development/planning
 - Networking/business development
 - Social media
 - Financial planning
 - Cultivating mentor relationships
 - Getting candid and timely feedback
 - Leadership

Why a Professional is Needed

- Industry/market knowledge
- Skill building
- Brainstorming
- Counseling skills to address behavioral/motivational issues
- Best practices
- Resources/contacts
- Subject matter expertise
- Reality check
- Accountability
- Objectivity



Your Role as a Career Counselor

- Know what a career counselor is:
 - Advisor
 - Coach/cheerleader
 - Sounding board
 - Reviewer
 - Mock interviewer
- Know what a career counselor is not:
 - Ghost writer
 - Psychologist
 - Therapist
 - Enabler
- Know how to handle the inherent conflicts:
 - So what do you do when one of the rising stars comes to you and asks for your help... to leave?



Skills Needed as a Internal Career Counselor

- Understanding of your Firm and its Culture
- Understanding of your Role and its Limits
- Respect for the Individual (including helping maintain self respect)
- Confidentiality/ Discretion
- Understanding of Professional Responsibility



Putting the Pieces Together



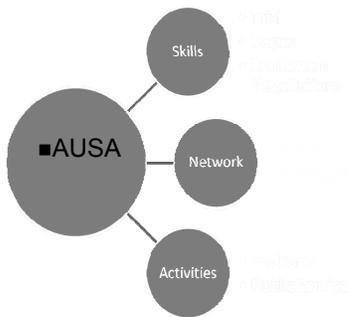
Long-Term Career Planning: Think Forward/Plan Backward



Track Options

- Partner at a law firm
- Long-term/off track law firm career
- In house
- Government
- Not for profit
- Transition (legal)
- Transition (non-legal)

Track Mapping



Track Planning

Area	Goal
Trial	Get staffed as 2 nd chair on at least one trial
Depos	Ask mentor to staff on depos (taking/defending)
Negotiation	Shadow partner
AUSAs	Lunch current/former AUSAs
Pol/Gov	Dinner w/ judge interned with
Pro Bono	Staffed on criminal pro bono cases
Pub Service	Join not for profit board

The Unfortunate Time Crunch

Lead Time for Track

- Partner at a law firm (8-10 yrs)
- In house (1.5 yrs)
- Government (1.5-2 yrs)
- Not for profit (2-3 yrs)
- Transition (legal) (1-2 yrs)
- Transition (non-legal) (2-4 yrs plus 1 job)

Typical OP Timeframes

- Range: 2mos-1yr
- Average: 3 mos

Resources

- Websites
- Recruiting Contacts
- Outplacement Providers
- External Coaches
- NALP, PDC, Bar and other Professional Associations
- Law School Career Services Offices

References

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- *Counseling Basics for Legal Career Professionals* (NALP, 2004)
- *Going In-House: A Guide for Law Students and Recent Graduates* by Donna Gerson (NALP, 2003)
- *Solo By Choice: How to Be the Lawyer You Always Wanted to Be* by Carolyn Elefant (DecisionBooks, 2008)
- *The Art and Science of Strategic Talent Management in Law Firms* (Terri Mottershead, ed.) (West, 2010)

Questions?

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Help Them Go "Gentle" Into that Good Night