

Taking Charge of Your Career

Positioning Yourself for Future Moves



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Agenda

- Elements of successful career transitions
- Our experiences
- Taking apart the typical moves
- Atypical moves
- Ways to position yourself for a successful move

Three Different Paths



#1 To/From
Law School



#2 To/From
Law Firm



#3 To/From
Corporate/
Consulting/
Legal Search

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Our Paths Your Paths?



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Elements of a Successful Transition

- Assessments
- Alignment with goals – personal and professional
- Alignment with skills, knowledge, experience
- Opportunities for continued growth and stimulation

A Look At Typical and Atypical Moves



Law Practice to Law School

What You Know

- How you were prepared for practice
- What it's like working in your area of practice
- What it's like working for a type(s) of employer
- Why you don't want to practice
- How to problem-solve with and guide clients

What You Need to Know

- How this law school prepares students
- What it's like in many different practices
- What it's like in many different workplaces
- What it takes to be successful/satisfied in practice
- How to problem-solve with and guide students

Law School to Law Firm

What You Know

- What graduates want from employers
- Which matches seem to workout well and which don't
- Where there are gaps in preparation for practice

What You Need to Know

- Depends on role . . .
- Best ways to recruit and select lawyers
 - Best ways to train and develop lawyers

Law Firm to Corporate

What You Know

- Recruiting/development tactics for lawyers
- Motivational context for lawyers
- Career paths for lawyers
- HR for lawyers

What You Need to Know

- Best practices overall for recruiting and development
- Motivational context for all employees
- Career paths for all employees
- Human resources as business partners

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Law School/Firm to Consulting

What You Know

- Challenges/trends in your institution
- Areas where consultants have been helpful in your institution
- How to manage projects, budgets, and relationships

What You Need to Know

- Industry-wide challenges and trends
- How your experience / knowledge could translate into useful advice
- How to price projects, manage budgets, and build client relationships

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Law School/Firm to Search

What You Know

- How students, laterals, partners are recruited in **your** institution
- What factors make for a good match for **your** institution/students
- How to discuss career issues with students / associates

What You Need to Know

- How all legal employers recruit and who uses search firms
- How you discern a good employer – candidate match
- How to engage strangers in career discussions

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Atypical (but still cool) Moves

- Staying in the field, but shifting roles
 - From recruiting /development to . . .
 - Firm or Corporation: Marketing, Operations, Finance, or other C-Level positions
 - School: Curricular design, Clinics, Exec Ed, Teaching
- Avocational
 - Following your interests, pursuing an entrepreneurial dream
 - Cooking, design, writing, teaching, coaching, etc.

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Speed Networking



Get to Work

- Build your network in alignment with possibilities
- Educate yourself about the market
- Build your skills, knowledge, experience accordingly
 - Skills critical to any job –
 - Writing – speaking
 - Judgment
 - Confidence
 - Political savvy
- Join organizations dedicated to the fields in which you have interest

Questions?