

Resources

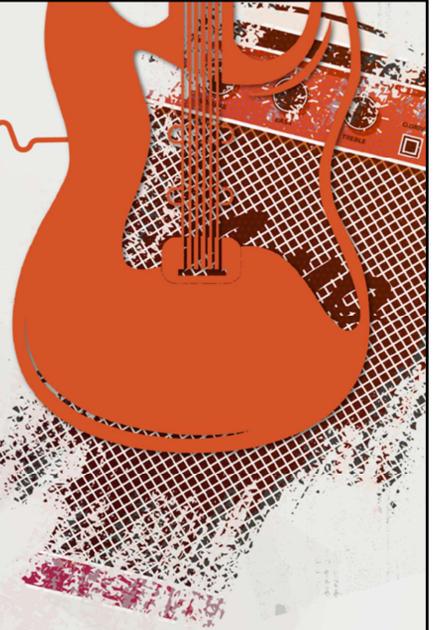
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Amplify Your Voice

2025 NALP ANNUAL
EDUCATION
CONFERENCE

APRIL 8-11 | Huntington Convention Center

Welcome



Makin' the Boss Moves: Becoming an Effective Manager

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What interested you in this session? What would you like to learn or discuss?

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- How to best set yourself up to be a manager?
- I want to deal with a difficult manager. I want to understand her thinking.
- How to we transition as a manger from private recruitment to government recruitment and vice versa
- delivering feedback as a manager in an honest yet critical manner
- Leading with compassion
- How to advocate for yourself
- Management skills
- Leading established teams when you're the newest addition
- Authentic leadership during changing work identities (generational, etc)
- How to be an effective manager while also continuing to develop
- How to lead effectively without being bossy
- Exerting authority while remaining approachable
- Difficult conversations. How to lead positively

- How to get my team to be incentivized to do more and grow professionally?
- How to deal with the chaotic pulls of middle management
- Tips to elevate team members and have them be self sufficient
- Alternative strategies on leading.
- Managing a difficult colleague
- New perspectives for managing my team
- How to manage Gen Z
- Best practices for hiring direct reports
- Becoming a better manager
- How to retain top performing employees and help them grow
- Dealing with difficult staff members
- How to lead and be an effective manager
- How to better manage conflicting commitments with no templates to reference in a new job
- How to manage someone who has been there longer than you
- Effective leadership and how to help motivate my team.
- How to advocate for oneself
- Constructive feedback
- Management skills
- Learn leadership skills
- Addressing gossip and rumors
- Delegating skills
- I've found that there's so much to learn as a manager, so I'd love tips on things to take back to my team.
- How to inspire the people I work with
- How to manage and do my own job
- directing a team to work toward a common goal
- How to inspire all team members
- How to manage difficult people/teams
- Managing up- dealing with bad leadership as middle management
- Motivate my team
- Managing the lazy generation
- Effective leadership
- How to create your own management style

- I am transitioning to a manager role later this summer and excited to build on these skills.
- Help me get organized
- How to be more empathetic
- How to be a more supportive and effective manager
- Improving leadership skills
- The balance of being liked and respected
- How to effectively deliver bad feedback without sounding like a jerk
- Motivating teams
- What to do to get yourself to a manager position
- How to give critical feedback
- How to be the best manager I can be.
- How to be someone who can lead and people want to work for
- Tips to be good manager
- How to be a compassionate leader without overstepping
- Managing a team
- Best practices
- how to a new manager
- Managing someone remotely in another office
- Tips for difficult conversations
- Being able to guide others and help people grow.
- how to manage a great and collaborative team!
- Junior colleagues that don't want to do more work- motivating them
- Having difficult conversations
- Speaking with authority (without coming off as aggressive)
- Developing delegation and strategy skills
- How to delegate
- Did you feel imposter syndrome when applying to your first manager role?
- Effective management and how to be a mentor
- Gain additional tips for leading well.
- Difficult conversations
- Managing across generations and general best tips
- Becoming a better manager.
- How to manage difficult personalities

- Delegating
- Aspiring to be an assistant dean in the near future
- Coaching
- How to be a better leader
- How to not be a micromanager
- Developing junior talents
- Leading meetings
- How to manage teams
- promotion building blocks!!!
- How to manage up with your dean
- Tips for managing junior employees
- Process management best practices
- How to motivate and inspire
- new ideas to be a better leader
- Tips and tricks.
- How to inspire my direct report
- I want to prepare to have direct reports one day.
- Management skills
- Ways to support team
- Learning to effectively lead people
- How to delegate
- Becoming a manager
- What not to do!
- How to be an effective manager for the future
- Having difficult conversations
- How to be an effective leader
- How to manage people we don't like
- Effective leadership
- Asking for a promotion



Agenda

- Origins of the Session
- Leadership Development in the Legal Industry
- Developing Leadership and Management Skills
- Takeaways

The Headlines



October 01, 2024

Why Gen Z is Saying
No to Management

The Legal Intelligencer January 16, 2024

Five Workplace Trends Law Firms Need to Know for 2024

New Partners, Senior Associates and **Middle Management Bear the Burden of Engagement**

Forbes

White-Collar Job Cuts: Why Middle Management
Jobs Are Disappearing

Dec 19, 2024.

FORTUNE

August 9, 2024

Bad bosses are pushing
Gen Zers and millennials to
the brink

THE AMERICAN LAWYER June 01, 2023

The Other Talent War: Professional Development Isn't Just
for Lawyers Anymore



Overview re: Evolution of Leadership & Management in the Legal Industry

- Increased professionalization over the last 25 years
 - Introduction of C-suite level positions focused on “people”
 - Lawyer PD teams
 - Law school COOs and expanded roles of non-faculty teams
 - Still have room to grow (e.g., MBA Healthcare Management)
- Increased recognition that staff retention & professional development align with organizational goals



Developing Leadership and Management Skills

- Identifying Your Own Leadership Goals
- Migrating from the Individual Contributor Mindset
- Building Influence
- Building a Team
- Developing Team Members
- Overcoming Roadblocks



Takeaways

- Establish a cadence of status meetings with direct reports *and* indirect reports.
- Leadership is a skill. It sharpens with practice and dulls with neglect.
- Lean into your network - leadership doesn't have to be lonely.
- Give yourself grace and focus on small improvements over time.

Questions



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Questions, comments?

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- How to lead above when leadership is not on the same page
- Tips for working with peers and colleagues who gossip, making it difficult to build trust with your team and other departments.
- Suggestions for providing necessary leadership to your boss.
- Any tips for leading effective team meetings?
- How can I firmly but kindly maintain a boundary so that my colleagues don't interrupt my focus time? I have a glass office, and even when my door is closed and it's clear that I'm working, she comes in and interrupts me. I've asked her to save her questions (anything non-urgent) for a particular time during the day, but it hasn't worked.
- What's a leadership value that served you in the past but doesn't any longer?
- Best ways to deal with managers from other departments, who are the same level as you, but treat you like a junior.

- How do you navigate a VERY difficult direct report who believes they do no wrong and don't take feedback well?
- Best practices for managing someone in a different office than yours.
- How do you handle a direct report that is constantly making the same mistakes?
- How can you tell if you're not in the right management position?
- Do you have any tips on leading a colleague who used to have your position?
- How to handle a supervisor you don't like and doesn't do their work
- What a mistake you've made as a leader early on in your career that you've corrected?
- What to do with a bad manager
- How do you navigate managing difficult employees or employees not making progress?
- Can you share tips for managing a direct report you don't like?



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Thank You

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