

Breaking Silos and Achieving Results



Law Firm Leader Reality

Leader Reality

Attorney Reality

Step 1

Practice Group and other leaders:

- Confront vigilant clients
- Challenging Profitability Goals
- Seek 'Observable ROI' on PD/D&I

Attorney Reality

Leader Reality



Attorney Reality



Step 1



Law firm Associates and Partners:

- Focused on Productivity Goals
- Performance Payoff of PD and D&I not always clear
- Engagement in PD and D&I variable

Step 2 – Target Needs and Metrics

Leader Reality



Attorney Reality



Step 1



Target Key Needs



PD/D&I Reality



Step 2



Key Areas of Need

Target Key Needs



Step 2

PD/D&I Reality



Diverse attorneys need Targeted PD:

- Workplace relationship building skills
- Self-assessment skills and tools
- Clarity on Success Pathway

Attorney Reality

Target Key Needs



Step 2

PD/D&I Reality



PD and D&I need to:

- Direct resources to Target Needs
- Communicate Performance Payoff to associates – increasing engagement
- Communicate (via Strategic Plan and Impact Metrics) Observable ROI to Firm Leaders