

**Lighting
the
Way**
Annual Education
Conference
April 9 – 12, 2019



The Five Roles of the Master Herder - Leadership for Law Firm Leaders

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We advance law careers

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Why We're Here

PURPOSE:

Introduce a unique leadership model that resonates with lawyers

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Your Take Aways

- Fresh ideas, insights and practical tips
- The 5 Roles of The Master Herder Assessment
- The 5 Roles Assessment Scoring Sheet
- Don't Fence Me In – presentation summary
- Getting Buy-In - how to influence others

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Issues Facing Lawyers – Well Being



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ISSUES FACING LAWYERS - Fierce Competition



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ISSUES FACING LAWYERS -Minimal Leadership Development



Not Much Self- Awareness

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Introducing the Master Herder Model



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Who Developed the Model and Why



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It All Started With The Fulani Tribe



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Which role is best?

- NONE
- The key is to create self-awareness around roles
- Have ability to use each role as needed



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Master Herder Leadership Model



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The Dominant – the Pusher



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Benefits of the Dominant

- “Direct and Protect” Orientation
- Excels at Setting boundaries
- Breaks up fights
- Moves challenging members



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Challenges of the Dominant

- Attacks others for no reason
- Increases panic and decreases problem solving
- Micro manages
- Does not consider feelings of others



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The Leader – The Visionary



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Benefits of the Leader

- Visionary and creative qualities
- Calms and focuses
- Motivates through inspiration
- Troubleshoots



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Challenges of the Leader

- Loses touch with others
- Gets too far out in front
- Unsympathetic
- Susceptible to workaholism



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The Nurturer – Relationship Builder



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Benefits of the Nurturer

- Appreciates diversity
- Offers support
- Provides mutual aid
- Supports process



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Challenges of the Nurturer

- Is less likely to lead
- Confuses assertiveness with aggression
- Sees dominant role as abusive
- “Two-faced” behavior



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The Sentinel – The Observer



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Benefits of the Sentinel

- Observer/witness
- Alerts leaders to danger
- See potential threats
- Fosters calmness and trust



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Challenges of the Sentinel

- Overly logical
- Group needs over individual needs
- May withhold crucial information
- Problem-focused without offering solutions



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The Predator - Protector



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Benefits of the Predator

- Culls what is no longer needed
- Sensitive to resource drains
- Makes tough decisions during lean times
- Offers protection from predators



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Challenges of the Predator

- Wins at all cost
- Survival of the fittest
- Quick to cull
- Becomes aggressive when vulnerable



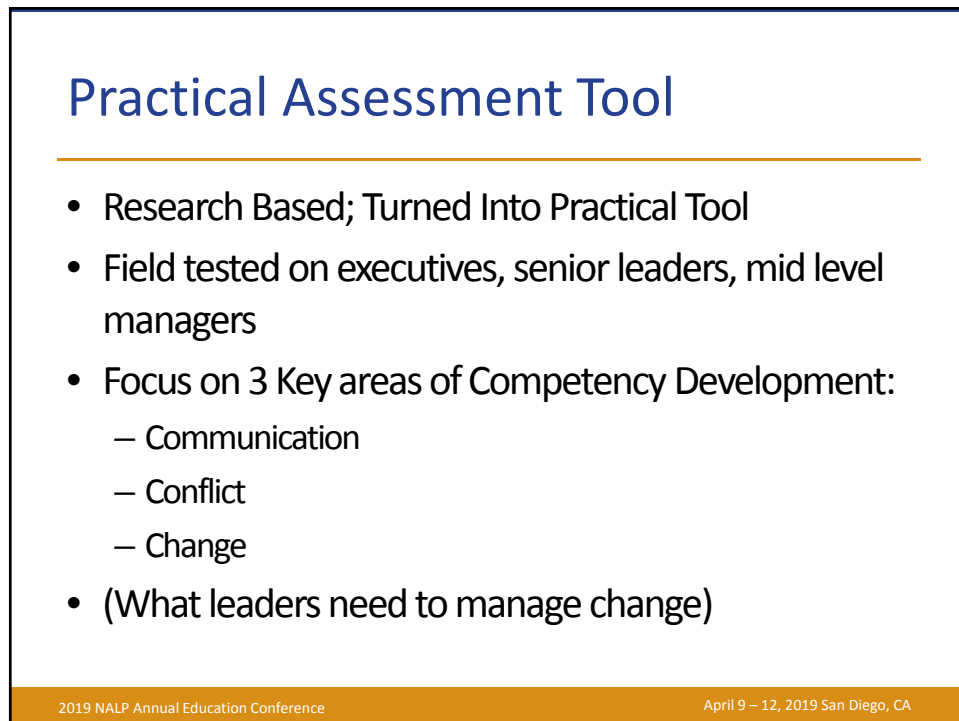
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How the Learning Process Works



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TP2

Why Horses?



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Slide 32

TP2

do we still need this - check against planner because we may have already given enough stories

Tanja Parsley, 1/24/2019

How The Learning Works

THE C-E-O APPROACH

Classroom Learning

Experiential Learning

One On One Coaching



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Classroom Learning



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Experiential Learning



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Experiential Learning



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One-on-One Coaching



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One-on-One Coaching

1. **Pre-Retreat**

- Coaching session to assess individual needs

2. **During Retreat**

- Coaching session in addition to group learning

3. **Post-Retreat**

- Coaching session to apply and integrate learning



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What is Mindful Meditation?

Mindfulness Meditation is a mental training practice that involves focusing your emotions, thoughts, and sensations to simply pay attention to all you are experiencing as you experience it.

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Why is Meditation Important?

- Improves well being
- Reduces physical and mental stress
- Improves clarity and focus
- Increases energy and stamina
- Lowers blood pressure

Bottom line: Increases productivity and transforms negative patterns into positive productive behaviors.

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Mindful Meditation & Self Reflection



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In Summary

1. Challenges
 - Well-Being
 - Fierce Competition
 - Dearth of Leadership Training
2. Solution
 - Increased Self-Awareness through the Five Roles
3. Learning Process
 - Experiential Learning with Horses
 - C.E.O.
 - Mindful Meditation

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Questions?



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