

Let's Coach All the Lawyers

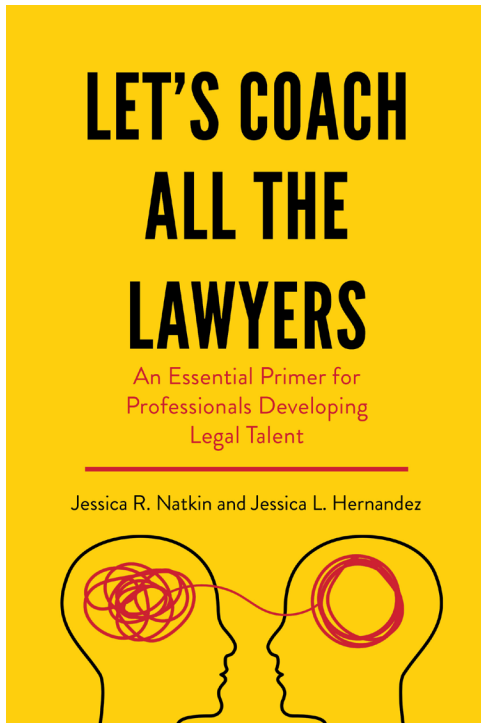
By Jessica R. Natkin and Jessica L. Hernandez

An Essential Primer for Developing Legal Talent

According to the International Coaching Federation, the most common use of coaching skills in organizations is not by those who are operating fully as coaches, but rather by managers and leaders utilizing coaching skills in a hybrid fashion. This new book explains how the use of basic coaching techniques by legal talent development professionals and supervisors can powerfully transform developmental conversations.

Published by NALP, *Let's Coach All the Lawyers* grew out of a deep appreciation for how coaching skills can productively guide lawyers through their career development in the legal workplace. Particularly in today's times, where communication is suffering in new ways, the approaches conveyed in the book can help you break down barriers, promote better working relationships, and foster a more engaged and effective workforce.

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The use of basic coaching techniques can powerfully transform developmental conversations.

Coaching's efficacy rests on fostering deeper, more productive conversations. As a result, the use of coaching concepts in legal talent development is particularly powerful. Coaching can be employed to work through common topics that arise in the legal workplace, such as:

- **Moving performance reviews beyond a simple expression of problem areas.** Coaching techniques facilitate deeper understanding of the root of a development issue, help the lawyer uncover new ways of approaching the matter, and build a feedback loop for accountability around a new plan of action.
- **Solving work-life balance issues.** By focusing on the lawyer on a deeper level, supervisors and talent development professionals can help lawyers define priorities more clearly and help them better manage their time.
- **Resolving career path decisions.** Coaching skills greatly enhance career trajectory discussions by clarifying a lawyer's values and priorities and applying them when making professional choices.
- **Enhancing business development skills.** Coaching conversations can break down obstacles related to "selling" and help a lawyer find a sustainable marketing strategy.

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