

LawVision
Creating Competitive Advantage

LAWYERBRAIN[®]

Leading Practice Groups in a Time of Great Change

October 2 - 3, 2018

Facilitators:

- Susan Raridon Lambreth – Principal, LawVision Group
- Dr. Larry Richard – Founder / Principal Consultant, LawyerBrain

Hosted by:

Winston & Strawn LLP, 200 Park Avenue, New York, NY 10166-4193

**WINSTON
& STRAWN
LLP**



Why attend:

Following our successful inaugural program last year, LawVision Group and LawyerBrain have teamed to develop and offer a cutting-edge workshop based on the latest research and experience on leadership that can help law firm Practice Group Leaders, Department Heads, and others leading practice or industry groups to achieve greater success. You will learn the latest science and how it applies to leading lawyers individually and in groups in a law firm. The information will be shared in a digestible, interactive format with many opportunities for engaging discussion with your faculty and with other law firm leaders in attendance.

Leading Practice Groups in a Time of Great Change is a workshop designed to give Practice Group Leaders the skills and understanding they need to effectively lead their groups to higher levels of performance and success in a world of increasing change and uncertainty. You will walk away with new insights and frameworks to deal with your issues and practical tips you can implement immediately.

What you will learn:

In this program, we will cover:

- Preparing your practice group for the changing marketplace and the expanding roles of practice group leaders
- Leading innovation and change in your practice group
- Strategies for coping with change and uncertainty
- Leading in a high-performance organization
- Engagement and motivation – the secret to cohesive practice groups and lawyer retention
- Strategic thinking and execution – keys to plans that get implemented
- Developing your leadership agenda

Who should attend:

- Current or future practice group leaders
- Department chairs / heads
- Executive or management committee members responsible for managing practice leaders
- Practice group professionals assisting practice leaders (if attending with your practice leader)

Presenters:



Susan Raridon Lambreth is a Principal with LawVision Group and founder of the LPM Institute. She is a recognized expert on practice and project management, leadership development, and has trained over 8,000 partners in law firms on a variety of leadership and

management topics affecting improved performance of practices and groups, including project and practice management. She is a Yellow Belt in Lean Sigma / Process Improvement for Law Firms. She has worked with a majority of the leading law firms to enhance their ability to manage practices, projects, and teams. Ms. Lambreth is the author of 6 leading books on practice group management and legal project management including:

- *Implementing Legal Project Management – The Legal Professional’s Guide to Success*
- *Legal Project Management – Increasing Adoption with Technology Solutions*
- *Optimizing Practice Management: Driving Profitability and Market Position*
- *The Power of Legal Project Management: A Practical Handbook*
- *Achieving Peak Performance Through Practice Management: A Practical Handbook*
- *The Practice Group Leader’s Handbook for Success*

Ms. Lambreth has consulted to law firms for over 25 years. Prior to that, she practiced law as a litigator.



Dr. Larry Richard is the founder and principal consultant with LawyerBrain. He is recognized as the leading expert on the psychology of lawyer behavior. He has advised dozens of AmLaw 200 law firms on leadership, management, and related issues such as teams,

change management, talent selection, assessment, and other aspects of strategic talent management. Widely known as an expert on the lawyer personality, he has gathered personality data on thousands of lawyers.

A graduate of the University of Pennsylvania Law School, Dr. Richard practiced law as a trial attorney for ten years. He then earned a Ph.D. in Psychology from Temple University. For more than 20 years, he has provided consulting services exclusively to the legal profession. Formerly a partner with Altman Weil, and more recently the head of the Leadership & OD Practice at Hildebrandt International, in 2011 he established his own consulting firm, LawyerBrain LLC, which focuses on improving lawyer performance through personality science. He focuses on resilience, change management, leadership, and talent issues.

He is a frequent author and speaker on the use of positive psychology and applied behavioral science in helping law firms to succeed. He is a Gallup-certified Strengths Coach, and a licensed user of the MBTI, DISC, and 15 other assessment tools.

[Click here to register online](#)
Discounted fee through
9/14/18



Program Agenda: Day 1

[Click here to register
online](#)
Discounted fee through
9/14/18

Day 1 October 2, 2018

8:30 a.m. **Breakfast**

9:00 a.m. **Session 1: Preparing Your Practice Group for the Changing Marketplace and the New Roles of Practice Group Leaders**

- External trends affecting practice group profitability, operation and performance – client expectations, technology and artificial intelligence, data analytics and more
- Roles of practice leaders – accountability for internal drivers such as partner performance management, succession planning, talent, management, and profitability
- The PGL as a Change Agent
- Balancing your leadership role and personal practice

10:30 a.m. **Break**

10:45 a.m. **Session 2: Leading Your Practice Group Through Change**

- Educating attorneys on understanding the psychological consequences of change and its impact on lawyers
- Four principles and practices to embrace change
- Practical approaches for leading change as a Practice Group Leader
- Why lawyers are perfectly equipped to NOT innovate -- and what you can do about it

12:00 p.m. **Working Lunch**

12:30 p.m. **Session 2 (cont.)**

2:00 p.m. **Session 3: How to Get Lawyers to Do Stuff: Influence and Persuasion Skills**

- The importance of timing
- The one technique you should never use
- 21 science-based techniques for getting lawyers to follow through on their commitments

3:00 p.m. **Break**

3:15 p.m. **Session 4: Leading High Performance Teams**

- Leadership vs. management – the keys to understanding and using both
- The five key practices of effective leaders
- Getting lawyers to follow-through
- The role of personality in leadership
- The key practices of effective leaders
- Understanding the new research on innovation and brain science
- Effective strategies for innovation in law firms

5:30 p.m. **Day One – Adjournment / Reception**

Day 2 October 3, 2018



Program Agenda: Day 2

[Click here to register
online](#)
Discounted fee through
9/14/18

8:30 a.m. **Breakfast**

9:00 a.m. **Session 5: Engagement and Motivation – The Secret to Cohesive Practice Groups and Lawyer Retention**

- Understanding the most four powerful practices to engage your people – and an emerging 5th factor to capitalize upon
- The special case of Millennials: care and feeding
- Cohesion as an attorney and client retention tool

10:15 a.m. **Break**

10:30 a.m. **Session 5 (cont.)**

12:30 p.m. **Working Lunch**

1:30 p.m. **Session 6: Strategic Thinking and Execution – Keys to Plans that get Implemented (with break 2:45 p.m. to 3:00 p.m.)**

- Understanding vision and priorities vis-à-vis the practice groups
- Creating a strategic mindset among the group members
- Setting realistic and measurable goals and priorities
- Developing a plan that gets implemented and is results-driven
- Selecting the right tactics and approaches for top line growth and bottom line management
- Communication of plan and roll out to practice group
- Understanding and using the "4 disciplines of execution"
- Accountability and action planning for individual partner performance against the practice plan and the firm strategy

4:30 p.m. **Session 7: Developing Your Leadership Agenda**

- Focusing your efforts and setting priorities as a practice group leader
- Action planning / next steps for your role and your group to capitalize upon your learnings and insights from the workshop
- A mindset change – ensuring you capitalize upon your learnings and time in the workshop

5:30 p.m. **Day Two Adjournment**

Early Bird rate: \$2,295 (through 9/14/18)

Regular rate: \$2,795 (starting 9/15/18)

Cancellations & Refunds

Cancellations and refund requests must be made in writing via email to eva.booth@lawvisiongroup.com.

Seminars are held subject to enrollment. Dates, venue, and program details are based on information available upon publication of the brochure, and may be subject to change. In the event of an attendee cancellation prior to four weeks before the start date, LawVision Group will make a full refund of any registration fees paid less a \$95 administration charge but assumes no liability for non-refundable transportation costs, hotel accommodations, or additional costs incurred by registrants. Those wishing to cancel within three weeks of the program may request a deferral to a future program. No cancellations permitted within three weeks of the workshop. No shows are not eligible for refunds. If you are unable to attend, you may substitute another individual to fill your spot. Please email eva.booth@lawvisiongroup.com.

Group Discounts

Please contact us to discuss rates for multiple attendees from the same firm at 615-545-5530.

Registration

Registrations on-line at [Leading Practice Groups in a Time of Great Change](http://events.constantcontact.com/register/event?llr=q8belqmaq&oeidk=a07efdgb59s7d4205a5) or <http://events.constantcontact.com/register/event?llr=q8belqmaq&oeidk=a07efdgb59s7d4205a5>

Disclaimer

LawVision Group has the right to refuse any registration at its own discretion. NO TAPE RECORDING PERMITTED

Payment Policy

Registration fees are due in advance of the workshop. Registrants may pay by VISA, American Express, Mastercard, or check. Please contact eva.booth@lawvisiongroup.com to pay with a credit card.

Confirmation

Registrations are guaranteed by receipt of payment. All registrants will receive email confirmation of registration. If you do not receive a confirmation, please contact eva.booth@lawvisiongroup.com



Registration Details:

**[Click here to register on-line](#)
Discounted fee through
9/14/18**