



Leading Practice Groups in a Time of Great Change

October 29 - 30, 2019

Facilitators:

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

Hosted by:

Dechert LLP, Three Bryant Park, 1095 Avenue of the Americas, New York, NY 10036-6797

"If you have Larry and Susan convey their principles to all of our Practice Group leaders, it would geometrically increase our effectiveness across the board."

*Beth I.Z. Boland
Chair, Securities Enforcement and Litigation Group
Foley & Lardner, LLP*



Why attend:

For the third time, LawVision and LawyerBrain have teamed to develop and offer their 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 Firm and 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 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 9/30/19



Day 1 October 29, 2019

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
- New roles of operations professionals in clients and law firms
- The PGL as a Change Agent
- Balancing your leadership role and personal practice

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

10:45 a.m. **Session 2: The Resilient Leader: Coping with Change**

- Educating attorneys on understanding the psychological consequences of change and its impact on lawyers
- Why lawyers and lawyer-leaders are low in Resilience, and why this is a problem
- Four principles and practices to embrace change and build psychological resilience and mental toughness
- Helping your lawyers capitalize upon their strengths to drive practice group performance
- Practical approaches for leading change as a Practice Group Leader

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

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

2:00 p.m. **Session 3: SuperCharge Your Leadership to Build Collaboration and Teamwork (with break)**

- Understanding the most reliable and highly regarded research on what makes leaders effective
- The 5 key practices of effective leaders
- Eye-opening new research on successfully leading teams
- Why lawyers are not designed to collaborate, and how to get them to do it anyway
- Why collaboration increases profitability
- 3 tips to increase collaboration within and across practice groups
- Exercise -- Applying new ideas to your role

5:00 p.m. **Session 4: Getting Lawyers to Innovate**

- Why lawyers are not designed to innovate, and how to get them to do it anyway
- The latest neuroscience research that will supercharge your efforts at innovation
- The one thing that nearly every firm does that you should *never* do -- it kills innovation

5:30 p.m. **Day One – Adjournment**

Program Agenda: Day 1

[Click here to register
online](#)
Discounted fee
through 9/30/19

Day 2 October 30, 2019



Program Agenda: Day 2

[Click here to register
online](#)
Discounted fee
through 9/30/19

8:00 a.m. **Breakfast**

8:30 a.m. **Session 5: Strategic Thinking and Execution – Keys to Plans that get Implemented**

- Creating a strategic mindset among the group members
- Setting realistic and measurable goals and priorities
- Assessing when a practice plan is on the right track
- Accountability and action planning for individual partner performance

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

10:45 a.m. **Session 6: Attracting and Retaining Lawyers – The Secrets to Real Engagement and Motivation**

- The latest neuroscience research and how you can practically apply it to engaging your lawyers and building a stronger team
- Understanding the most four powerful practices to engage your people – and 5 additional emerging factors to capitalize upon
- Action planning – how to translate these principles into actionable steps

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

12:30 p.m. **Session 6: (continued)**

2:00 p.m. **Break**

2:15 p.m. **Session 7: Improving Lawyer Wellness**

- The current focus on "wellbeing" and the roles practice leaders can play
- The difference between "downstream", "midstream", and "upstream" interventions and why it matters which ones you implement
- Action planning -- how can you use what you learned to the well-being of yourself and your lawyers?

3:00 p.m. **Session 8: How to Get Lawyers to Do Stuff: Influence and Persuasion Skills**

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

4:30 p.m. **Session 9: Developing Your Leadership Agenda**

- Driving execution of practice group goals
- Focusing your efforts and setting priorities as a practice group leader
- Keeping yourself from burning out – juggling your personal practice and leadership roles
- 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 learning and time in the workshop

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

Early Bird rate: \$2,295 (through 9/30/19)
Regular rate: \$2,795 (starting 10/1/19)

Cancellations & Refunds

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

Group Discounts

Please contact us to discuss rates for multiple attendees from the same firm, please contact 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=q8belqmab&oeidk=a07efdgb59s7d4205a5) or <http://events.constantcontact.com/register/event?llr=q8belqmab&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@lawvision.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@lawvision.com



Registration Details:

**[Click here to register on-line](#)
Discounted fee
through 9/30/19**