

LIMITLESS LEADERS



A Coaching Program For
Lawyer Leadership Innovation



Transformational Change Is Happening In The Legal Profession

Operating at the forefront of legal development and innovation, Limitless Lawyer is on a mission to create transformational change in the legal profession and reimagine leadership as lawyers through our Limitless Leader program.

Many factors contribute to the legal profession's challenges; retaining top talent and the associated cost of employee churn, widespread lawyer burnout, lack of leadership training, lack of agility, and the billable hours model. *

Creating high-performing legal teams that deliver client excellence, whilst also balancing employee experience, is a huge challenge for leaders in the law.

2020 highlighted the need for organizational and cultural reinvention within the legal community, and there's transformational change happening in the profession at a global scale.

Limitless Lawyer and the Limitless Leader Program is a coaching system designed to improve work products, build more productive high-performing teams, build mindsets of creativity and innovation, reduce recruiting and training costs, and create motivated high-energy lawyers.

*American Bar Association and Law Society of England and Wales studies.



LAWYERS FOR THE FUTURE



Vision



To support leaders in the law to create transformational change in how lawyers are trained and developed at all levels of the profession.



To empower general counsels and lawyer leaders to develop seamless legal teams of excellence from a Client Success and Employee Experience standpoint by creating strong team cultures rooted in learning, innovation, creativity with a deep appreciation of business and industry knowledge.



To guide teams to develop systems for attracting and up-skilling lawyers with the crucial attributes to be Limitless Lawyers - embodied business partners, and thought leaders. These skills include; collaborative communication, presence, active listening, emotional intelligence, openness and integrity, personal and reputational branding.



Limitless Lawyers' vision is to empower leaders to break through mindset challenges that are prevalent in the profession. To be a legal team of excellence, it is crucial to work on mindset at leadership and team capacity, to release blocks that limit the leaders in our profession: risk adversity, inner-critic, imposter syndrome, perfectionism, fear of failure, competitiveness, and more.

LIMITLESS LEADER LENS



What does LIMITLESS mean, and how do we embody this as lawyers?

A model developed exclusively for supporting legal teams to achieve excellence in class.



Identity: What is your unique leadership identity? What attributes and values do you wish to elicit in your team? Identity is an incremental ingredient of growth for a senior leader in the law. We work together to developing a unique leadership style that encompasses core values such as courage, authenticity, creativity, and innovation.



Culture: When was the last time you tuned into your team culture? Where are you, and where do you want to be? Creating and managing change in a legal department requires strategic buy-in. We will support you with cultivating your presence through personal branding and reputation management.



Innovation: The last 18-months have accelerated remote working trends. How do we facilitating high-energy, motivating work environments, through the remote, office, and hybrid models? How to seize the opportunity with access to global talent? How do we harness legal tech and develop scalable systems?



Mindset: What limiting belief systems are getting in your (or the team's way) of excellent leadership and performance? When we can break through imposter syndrome, the inner-critic voice, perfectionism, risk-anxiety, we become more precise in delivering inspired counsel for our clients.



Well-being: Burnout and chronic stress are issues plaguing the legal profession. The "lawyer" is a "mental athlete" - To deliver inspired legal counsel, the lawyer's emotional and physical well-being is paramount. Training on developing boundaries and time management is crucial.



Teams: Developing a high-performing team comes from having a clear vision, executing the vision through precise planning—deliberate and intentional cultivation of the team's composition.



Clients: By training, lawyers to think like their business partners. Trust building and effective communication. Upskill the legal team to assess risk profiles and provide business advice in an agile, decisive manner.



WorkFlow: How do we intake and allocate work within the organization, considering workload, skills, and competency, plus consideration of inclusivity, through innovation. We will discuss systems and offer thought partnerships.

UNIQUE SUPPORT

Individual Coaching

Coaching Partners, GC's and senior leaders in the legal profession.

Leadership + Team Coaching

Group coaching and tailored solutions for legal team development.

Workshops

On topics from wellness to innovation and culture building and personal branding.

Speaking

A seasoned speaker suitable for corporate retreats, wellness events, conferences.

Digital Training + Product License

Personalized learning paths, digital courses designed for junior lawyers, training tools and product licensing.



PROCESS

1

Starts and ends with an Energy Leadership 360 Assessment for all team members.

2

Identify and diagnose areas for growth and development in a collaborative manner.


3

Develop leadership and grass routes solutions, develop workshops and digital training solutions.

4


Regular meetings, coaching, supporting internal collaborations to accelerate Limitless performance.

BUSINESS-DRIVEN RESULTS

 Investing in the Limitless Lawyer, Limitless Leader Program represents gains in three crucial areas: Employee Experience, Client Success, and Reputation.

In the next pages, we will outline why these areas are of fundamental consideration when it comes to designing high-performing legal teams and delivering you maximum return on your investment.

Employee Experience

 A PWC study recently reported that employers of legal talent are losing out to organizations offering more "sustainable" ways of working, often developed by the broader market as a solution to combat the chronic stress, anxiety, burnout, inclusion and innovation problems facing the legal profession.

By investing in the Limitless Leader Program you can expect to see gains that can be seen through a revived and high energy culture, increased performance, and quality work product.

Teams working in this way attract and retain the first-in-class talent, and there's a measurable return on investment which can be seen in the reduced costs associated with recruiting and training new hires.



BUSINESS-DRIVEN RESULTS

Client Success



During 2020, we interviewed GC's @ big tech, high-growth companies, and law partners at a range of top-tier law firms, servicing innovative companies in the US and UK markets. We asked them what they want to see from their lawyers and in-house counsel:

- **Quality Legal Counsel** and true thought partnership are an integral part of any business.
- **Decision Autonomy** "reality-based" risk analysis to deliver legal services in an agile manner.
- The mindset of **Creativity + Innovation** when it comes to offering counsel and advice. Lawyers can think like their clients.
- **Deep Industry Knowledge** and appreciation of the business, the industry, and the nuances it operates in. Curiosity and depth of understanding create trust and collaboration.
- **Shared Values** - between the legal team and client for aligned and joined up legal thinking.

Limitless Leader Program supports Lawyer Leaders in creating legal teams with these attributes.

When you invest in the Limitless Leader Program, you can expect to see higher quality deliverables from your legal team and greater client satisfaction. As a team, you will be able to deliver with greater agility and efficiencies and support your clients with the ability to scale.

Reputation



While revenue and profit are a metric to measure how high-performing a legal team is, having a first in class reputation in the market is increasingly important.

Clients actively look for business partners aligned with their culture and values. It's important to consider Employee Experience, culture, and how legal teams are built.

Limitless Lawyers guides and advises in-house counsel and law firms, to create excellence in their legal teams that they can shout about.



SAMPLE PROPOSAL

Our approach to coaching + consulting involves cultivating a deep and powerful relationship with our clients collaborating in 90-day cycles.

What To Expect in Cycle 1

We start by defining the vision, objectives, and goals. Then with frequent inspection and adaptation, plus a mindset that encourages collaboration, teamwork, self-organization, and accountability - we develop strategy, we implement, and we deliver valuable results and ROI for our clients.

Cycle 1 Foundation Program - 90 Days

Collaborating with Senior Leadership to understand and map out what is required to develop the legal team performances in line with your vision.

- **Diagnostics** - Onboarding to understand where you are, the challenges you face, and consider where you want to be.
- **Vision** - Develop your definition of culture.
- What does a **Lawyer Leader** look like?
- **Corporate + Behavioral Values** - Mindset of confidence, innovation, creativity, agility, trusted, knowledgeable.
- **Executive Presence** - Confidence contribution, developing key relationships, building relationships that add revenue to the business.
- **Skill + Talent Development** – Where to spend their time developing business, creating training, tools, and education.
- **Trust Building**– Buy-in and incentives.

We will consider these areas through both the leadership and grass routes lens. There will be pre & post-work including, the development of documentation, workflows, email management, and deep-dive 360 debriefs. We will explore your leadership blueprint, how stress impacts our leadership, and how we can become more effective and productive as leaders.

Subsequent 90-Day Cycles

To be determined following Cycle 1, but will follow a similar meeting cadence and workshop program.

Cycle 2, 3 + 4:

Sample Agendas / Content Areas

Trust building

Constructive handling of conflict around ideas.
Commitment to decisions and action plans.
Accountability for steps towards those plans.
Focus on the achievement and collective results.

Leadership Development

Identifying each leader's unique skills and attributes.
Running Leadership Energy Assessments + debrief regarding our leadership approach, stress triggers.

We can develop bespoke webinars, workshops, e-courses, and training materials for all leaders and employees.

Talent Strategy & Limitless Managers

Ensuring the right partners and teams have the right talent.
Best practices, what works, areas for improvement.
Diversity & inclusion in leadership.

Business Development

New Business and growth alliances
Origination sources and incentives for business development.
Client experience evaluations.

Innovation, Systems + Productivity

Well-being and peak performance.
Time management best practices and efficiencies.
Management systems and use of legal technologies.
Creativity and lateral thinking for lawyer innovators.

Investment Per Cycle

Starting at \$25,000

For individual Lawyer Leader coaching
team group coaching, and two workshops

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"Operating at the
cutting edge of
learning and
development for
legal teams,
always rooted in
creativity and
innovation."

- **Charlotte Smith,**
Founder
Limitless Lawyer LLC

As a former award-winning employment lawyer and a certified leadership and performance coach (ACC, CPC, ELI-MP) who has worked in and with the legal profession for 16+ years, my mission is to support the legal sector by creating sustained longevity and professional excellence while harmonizing employee performance, mental health, and lifestyle. Limitless Leader is a system to inspire, support, and empower the next generation of "leaders in the law," playing an incremental role in shifting the legal landscape into a new era.