

COMPETENCIES & CAREER DEVELOPMENT

Bright, talented, young professionals want to know what is expected of them. They want opportunities to learn and grow combined with a connection to the mission and strategy of the firm. They are curious, resourceful and determined.

Our experience and capabilities include drafting **competencies** that can provide:

- a resource for individual development
- a common language for evaluation, mentoring and performance management, and
- clear accountabilities for internal and external presenters

We assist you in developing competencies that meet best research; best practice and then work with you to customize resources to fit the unique culture and practice of your firm.

Competencies previously developed include:

- Analysis & Problem Solving
- Business Acumen
- Business Writing
- Client Service
- Communication
- Decision Making and Judgment
- Developing Oneself
- Emotional Maturity
- Ethical Practice
- Flexibility & Adaptability
- Influence & Persuasion
- Initiative, Innovation & Creativity
- Listening
- Managing Risk
- Managing Time
- Managing Work
- Professional Drive
- Teamwork
- Trust
- Working within the Firm

Other resources include the design and development of **Career Development**

Frameworks including:

- Career Development Skills matrix
- Program Design
- Syllabus Development
- RFP for external providers

To Learn More

To learn more, please contact Karen MacKay by telephone at 416.657.2997 or by e-mail at kmackay@phoenix-legal.com



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Excellence. Professionalism. Trust.