

## Leadership 360

**"Your life is the sum result of all the choices you make, both consciously and unconsciously. If you can control the process of choosing, you can take control of all aspects of your life. You can find the freedom that comes from being in charge of yourself."** Robert F. Bennett

**"Leaders are made, not born, and how they develop is critical for organizational change."** David Rooke & William R. Torbert. Seven Transformations of Leadership, Harvard Business Review, April 2005

### The Issues

The need for leadership capability in law firms has become critical as law firms position themselves for success in an ever-increasingly competitive environment: Client Team Leaders, Industry Group Leaders, Practice Group Leaders, Managing Partners, Committee Chairs, Office Leaders, Functional Area Directors, C-Suite and so on.

How do firms provide effective feedback that is developmental, behavioral and actionable? How do firms create a common language around leadership? How do firms build skill in individuals and a leadership talent pool in the next generation?

### Our Solution

Drawing on 20 years of legal management and leadership experience, our Leadership 360 is specific to lawyers and creates three key results:

1. develops a clear understanding of leadership competencies unique to your firm
2. sets actionable developmental goals
3. provides unbiased, external assessment of your leadership talent

### Our Leadership 360:

- is customized to fit your culture; customized with the language of your firm and customized to draw out the behavioral and developmental needs of your current and future leaders.
- is hosted on an independent third-party secure website and uniquely designed with your firm branding and assure participate confidentiality.
- includes a one-hour debrief that celebrates strengths, sets objectives and provides a meaningful conversation for each participant.
- is specific to lawyers in leadership roles in law firms or in legal departments.



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**In our clients words:**

“This is the best initiative we have undertaken and it produces meaningful results.” - Office Management Partner

“...it gives us a competitive advantage in lateral hiring and in merger discussions. It is an important process in for our firm – good value for the time and money invested” - Law Firm Chairman

“I think a by-product of the 360's is an objective analysis by you of who the Firm's best (and future) leaders are.” - Law Firm COO

“Karen MacKay did a great job in the interviews and certainly was well prepared. She is thorough, dialed-in, centered and fair.” - Law Firm Chairman

“Your knowledge of law and law firms is reflected in this process and is extremely credible.” - Practice Group Leader

“Extremely well organized; truly professional, and a pleasure to work with throughout the process.” - Law Firm Coordinator.

**To Learn More**

Please contact Karen MacKay by telephone at 416.657.2997 or by e-mail at [kmackay@phoenix-legal.com](mailto:kmackay@phoenix-legal.com)



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