

RETREAT TOPICS

An entrenched tradition in the marketplace, law firm retreats serve as a chance to discuss macro firm issues off-site, forcing lawyers not only to pay attention, but to relax and think creatively about the firm, its overall positioning for success, their place in the firm and its future. In an era of increased demands from all directions, lawyers also often lack opportunity to meet their colleagues, to build relationships and develop the social capital that bonds them. Finally, with the competition for clients, services and talent, retreats can enhance a lawyer's sense of being an important stakeholder in his or her firm. The law firm retreat has therefore proven to be a valuable tool in achieving overall firm understanding and synchronicity among its members. Phoenix Legal is pleased to assist its clients with the planning, preparation and deliverables involved in a successful firm retreat.

To ensure that lawyers do not feel their time, money or weekend has been wasted, it is essential that firms plan retreats with specific goals and objectives in mind, and articulate these beforehand in a well-thought-out and realistic agenda. Because a partnership requires consensus before it can act on recommendations, another key component of any retreat should be the presence of a highly-skilled facilitator to assist with the discussion of issues by the firm overall, as well as in any break-out sessions. Finally, follow-up is an important aspect of a retreat that is often neglected or forgotten, yet it is the recording of what was discussed and decided upon that forms the basis of any future action.

Phoenix Legal can step in at any stage of the retreat process and assist your firm, from developing retreat topics and providing appropriate advance materials, to delivering content and facilitating discussion during the retreat, through to ensuring consensus and follow-up are effectively reached. While we typically customize our work to meet our client's goals, the following is a list of topics we have done in the past:

- **Succession Planning and Retirement**



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" I have attended many leadership programs over my years of practice - this one was superior. Why? It was intelligent and had depth, it was well researched, highly focused and relevant for the audience."



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- The **Leadership** Challenge: A one-day workshop for law firm leaders
- **Building Consensus: The Power of Collaborative Problem Solving**
- **Resilience:** harnessing and managing your energy during difficult times
- **Gender Talk:** How Women & Men Communicate Differently at Work
- **Leading from the Middle** (for the administrative management team)
- **Culture & Change**
- **Career Development:** taking charge of your own career (for associates)
- **Raising Self-Awareness: Personality, Interpersonal Relations & Conflict** (a workshop utilizing three diagnostics and the interconnections between them)
- **Success is not a Solo Game** (Networking and Impression Management)
- **The Great Divide:** Managing the Multi-generational Law Firm

Most importantly, because we work exclusively with lawyers, Phoenix Legal brings to any retreat an understanding of the legal industry, familiarity and comfort with law firm personalities, and skill at managing and guiding group discussions.

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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