

## The Phoenix Program for Student®

Upon completion of articles, many law students are faced with a transition. This program helps students to put their articling experience in perspective and then arms them with skills and strategies to move forward to the next stage in their career.

### Program Agenda

The program is up-dated every year to include specifics impacting the job market for students. It begins with a half-day group presentation and discussion.

- Introductions
- The Market
- Considering your Options
- Developing your Strategy
- Personal Marketing Materials
- Resources and to use them to your Advantage
- Networking
- Putting your Best Foot Forward
- Unspoken Success Factors

The group program is followed by a one-on-one meeting with each student to discuss his/her specific issues, concerns, opportunities and strategies.

### Highlights from 2009 Student Program Evaluations

- Overall value of the program - 93% (very good - outstanding)
- Managed time and covered material - 93% (very good - outstanding)
- Program leaders mastery of the topics - 96% (very good - outstanding)
- Value of the one-on-one meeting - 100% (very good - outstanding)

*“The session with Natalie and Karen was very helpful at putting the larger picture in perspective and answering some very general questions I had in a way that only those who are familiar with the legal job market could.”*

*“What really made this experience a valuable one was the one-on-one meeting. Hearing advice that is specifically tailored to me is exactly what I needed. Natalie was engaging and challenged me on certain assumptions that I had, which I greatly appreciate.”*

*“Natalie offered me excellent suggestions with respect to both my resume and career path that were tailored to suit my needs. I walked out of the session armed with tools that will help me succeed, and feeling confident that I could succeed.”*

*“The dynamic nature of the presentation, specifically, the fact that the presentation was focused around questions we had.”*

*“Thanks so much for giving me the tools and focus to get out and hustle up something for the next stage in my career.”*



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*“The dynamic nature of the presentation, specifically, the fact that the presentation was focused around questions we had.”*

*“Very helpful session. I was skeptical before it started, but Natalie gave some really useful advice.”*

*“A positive experience that helped me focus my goals and strategies. It felt good to be in that room and “move on” from being in the office which I won’t be returning to. The more you can capitalize on that feeling in students, I think the more success you will have.”*

*“Natalie and Karen were attentive and the fact that they were willing to provide input into whatever questions you had was great. They were very honest about everything.”*

To learn more, please contact Karen MacKay by telephone at 416.657.2997 or by email at [kmackay@phoenix-legal.com](mailto:kmackay@phoenix-legal.com).



**Karen MacKay, MBA, CHRP**

Karen has more than 20 years of professional services experience combined with an MBA from the Rotman School of Management at the University of Toronto; a Certified Human Resources Professional and licenses in a number of tools and assessments. Today she has a number of loyal and longstanding clients who have come to count on her for her knowledge and integrity, as well as for her sensitivity and flexibility in the face of their ever-changing business priorities. In 2009, Karen was elected to become a Fellow in the College of Law Practice Management in recognition of her contribution to the law practice management profession.

With excellent communication, presentation, facilitation and coaching skills, Karen’s practice is focused on professional service firms and the professional talent within them: leadership and strategy, governance and management; compensation, assessment and development through to succession planning and exit strategies. Further, Karen is a globally recognized expert on the challenges, expectations and motivations of the generations at work in law firms today; the management challenges around motivation, reward and retention of associates, of women and of partners nearing retirement.

Karen writes regularly for legal publications in Canada, the United States, the United Kingdom and Australia. She is a member of the Practice Management section of the American Bar Association and is a member of the Editorial Board of Law Practice Magazine, an ABA publication.

Prior to founding Phoenix Legal, Karen led the Canadian legal practice of one of the largest human capital management consulting firms in the world. Before that she spent eleven years as the Chief Operating Officer of a large Canadian law firm.

Karen can be reached by e-mail at [kmackay@phoenix-legal.com](mailto:kmackay@phoenix-legal.com) or by telephone at 416.657.2997.



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**Natalie Jenner, B.A., LL.B.**

Natalie Jenner received her law degree from the University of Toronto. She summered, articulated and practiced corporate law at Osler, Hoskin & Harcourt from 1992 until 1997. She then joined a leading international legal recruitment company as it was setting up its first Canadian office. In 1998, Natalie took the position of Human Resources Manager at Ernst & Young, where she developed experience in recruiting in the areas of legal, tax and accounting. Having practiced as a lawyer and having worked in recruitment, both in an agency and at a firm, Natalie brings unique comprehensive insight to her work at Phoenix Legal Inc.

Natalie's consulting practice focuses on outplacement, and she has spent the past seven years working with hundreds of students, associates and partners in transition. She brings creativity, flexibility, integrity and professionalism to each unique engagement.

Natalie is also a novelist with four works of fiction in play with agents and publishing houses in Canada, the US and England.

Natalie can be reached by e-mail at [njenner@phoenix-legal.com](mailto:njenner@phoenix-legal.com) or by telephone at 416.657.0222.



**Shelley Appleby-Ostroff, B.A., LL.B.**

Shelley received her Law degree from the University of Western and her legal experience over 20 years, has been extensive and varied. She started as a civil and commercial litigation lawyer in private practice, gaining experience at two well-respected Ottawa law firms. After a number of years, Shelley joined the federal public service as legal counsel to an administrative tribunal, where she worked her way up to Assistant General Counsel - Director of the Legal Services Directorate. In this position, she had the opportunity to hone her skills in the areas of mediation and dispute resolution and acted as the Conflict and Harassment Program Coordinator and Informal Conflict Management Officer for the tribunal in addition to her other duties. Shelley also acquired extensive human resources experience recruiting, training and developing lawyers for the Tribunal and brings her expansive skill set to Phoenix Legal Inc.

Throughout her career, Shelley has always had a keen interest in legal research and writing and has taught these skills at the Bar Admission Course for the Law Society of Upper Canada and, more recently, at Algonquin College and Carleton University. Her continued exposure to students at the beginning of their careers, and to lawyers as they develop, provides her with comprehensive insight into the mindsets of legal professionals from the early stages of their career through to retirement.

Shelley will be conducting the Phoenix Program for Students in Ottawa and Montreal.

Shelley can be reached by e-mail at [sappleby-ostroff@phoenix-legal.com](mailto:sappleby-ostroff@phoenix-legal.com) or by telephone at 613.224.5270.



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