

SHANNON & MANCH FLEXIBLE TALENT MANAGEMENT SOLUTIONS

Are you facing increasing pressure to do more with less time and resources? From performance reviews, coaching and training to managing lawyer layoffs, firms are facing a wealth of legal talent challenges. Our talent management services can help meet all of your needs.

Legal Talent Challenges You May Face	Our Solutions
<p>Large Associate Classes Coming Up for Partner</p> <p>You have two or three of the largest associate classes in your firm's history coming up for partner from now until 2012 (and the firm cannot sustain many additional new partners). These senior associates, with skills honed by boom times and career options limited by the economic downturn, create imbalances in your firm's staffing and career progression models. If most of them do not make partner, they are likely to feel betrayed – but just as importantly, they are unlikely to leave without supportive intervention. As a result, work will not trickle down to developing associates, senior associates who leave will not become future clients, and morale suffers on all levels.</p> <p>Sound uncomfortably familiar?</p>	<p>Outplacement & Career Advising</p> <p>Shannon & Manch can help your firm get back on track and help these associates on their way to new career successes.</p> <ul style="list-style-type: none"> Outplacement is a strategic element of lawyer development. Just as your firm invests in bringing top talent to the firm, so should the firm invest in controlling the manner and timing in which they leave the firm. Our experienced counselors support lawyers in making successful career transitions by providing them with the insights and strategic planning they need. We provide no-cost strategic consulting related to outplacement planning to all of our firm clients.
<p>High Performers Stalled</p> <p>Several of your firm's highest performing lawyers' contributions are lagging – both among the associate and partner populations. The downturn has taken a toll, but there is more to it than the economy. These lawyers hit a wall or plateau on the road to success in the firm and it is not clear why. Without effective diagnosis and intervention, these talented lawyers continue to lose ground amongst peers at competing firms – their trajectory stymied by issues that hold them back – time or project management skills, team leadership ability, business development savvy, or an effective career management strategy.</p> <p>Can they realize their once-promising futures?</p>	<p>One-on-One Coaching</p> <p>Coaching can help them get back on track. It helps individuals diagnose the core issues and create action plans to overcome them. High performers are worth the investment and achievement-oriented lawyers get the most from coaching support. Coaching can support active planning for:</p> <ul style="list-style-type: none"> Developing or reviving a practice Enhancing project management efficiency Building leadership skills Time and stress management Inspiring client confidence Creating internal/external visibility Leading a high-functioning team Charting a path to career success
<p>Lack of Internal Resources to Provide Mentoring</p> <p>You have cut your professional development staff to the bone to rein in costs, but individual attention to the firm's lawyers is suffering. In a time when associates and partners need more rather than less coaching on managing their careers at the firm, you have fewer people with the time to help them. The cycle is self defeating. High achievers are the most likely to seek and welcome coaching support, but when there is no one there for them they lose motivation and ownership of projects and their careers suffers.</p> <p>How can you support them?</p>	<p>On-Site Career Coaching</p> <p>Shannon & Manch can bring career coaching to your offices, offering a cost-effective way to provide individualized support for your associates and partners. Highly experienced career coaches can be on-site in your firm for a set length of time or be on-call for your lawyers in the manner that makes the most sense for your lawyers. The service can be completely flexible, giving your lawyers the highest quality career coaching available without adding full-time professional employees onto your payroll.</p>

CONTACT US

NATIONWIDE

Marcia Pennington Shannon

202.293.8900

shannon@shannonandmanch.com

NORTHEAST

Diane Costigan

212.836.4781

costigan@shannonandmanch.com

WEST COAST

Amy Berenson Mallow

818.377.7433

mallow@shannonandmanch.com

