



SHANNON & MANCH FLEXIBLE CAREER COACHING SERVICES FOR LAW FIRMS

Need to do more with fewer resources? Shannon & Manch can help. Our experienced career coaches can be available to your lawyers in your offices or by telephone for an agreed upon number of hours each month.

AN EXTENSION OF YOUR TEAM

Our career coaches work with your partners and professional development department to agree on firm priorities and business strategy, working in alignment to meet firm goals for lawyer performance enhancement. We offer dedicated time periods so that your lawyers can make use of coaching services in a confidential manner. Shannon & Manch has the largest team of credentialed and experienced career coaches specifically trained to work with lawyers.

ON-SITE OR ON-CALL COACHING SOLUTIONS

We know that developing lawyers benefit from one-on-one coaching, but in reality too few have access to the guidance and advice they need to be as productive, satisfied, and successful as they can be. Some partners are great mentors, but are there enough of them in your firm to meet the needs of every associate and newer partners? In today's market, senior lawyers are also busy managing client needs and building their practices and professional development administrators' budgets and staff have been cut to the bone.

COST-EFFECTIVE INDIVIDUALIZED SUPPORT

We are the leaders in guiding lawyer career development and can offer your lawyers support for these strategic actions:

- Drafting effective individual development plans aligned with the firm's performance and business goals.
- Developing leadership and communication skills.
- Meeting the challenges of project and people management.
- Identifying a business development strategy and actions appropriate to his/her experience level.
- Creating practical solutions to typical struggles such as time management, rising to the next level of expectations, and taking ownership.
- Address developmental feedback with performance improvement tactics.
- Identify long-term career goals and a plan to achieve them.

CONTACT US

Give your lawyers the highest quality career coaching available without adding full-time professional employees onto your payroll. Contact us today to design a coaching program that will meet your firm's needs.

NATIONWIDE CONSULTING SERVICES

Susan G. Manch

202.293.8900

manch@shannonandmanch.com

