Presentation to:

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Leading from the Middle; Strategies and Advice from the Law Firm Perspective

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The view from the middle

Often the best and most critical people sit in the middle … a value adding link between the top and the bottom; translating vision into action and action into vision. (Nordstrom and Ridderstrale – Funky business forever. How to enjoy capitalism)
Managing relationships up, down and across
Communication and influencing skills

- Regular meetings, both scheduled and unscheduled, with reports up, down and across
- Evaluate your boss’s preferred style of reporting
- Establish your credibility with the decision makers
- Make the most of your boss’s influence
Prioritising

- Learn to prioritise demands from all directions
- Balance developments within your department with developments for the wider business
- Learn to assess which boss counts the most
- Remember you are not alone
Team building

- Discover what drives your team members
- Learn to coach and mentor rather than tell and direct
- Learn to work effectively with your boss(es)
- Make alliances across the firm
- Your vendors are team members too
Taking charge of your professional development

- The work place is always evolving, make sure you evolve with it
- Learn from your colleagues
- Keep up with professional associations
- Keep your skills up to date
- Be an expert in your field
Attributes of a leader

- Be someone people can trust and respect - your job title alone does not make you a leader
- Be consistent in your approach – know yourself
- Be the best at what you do
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