

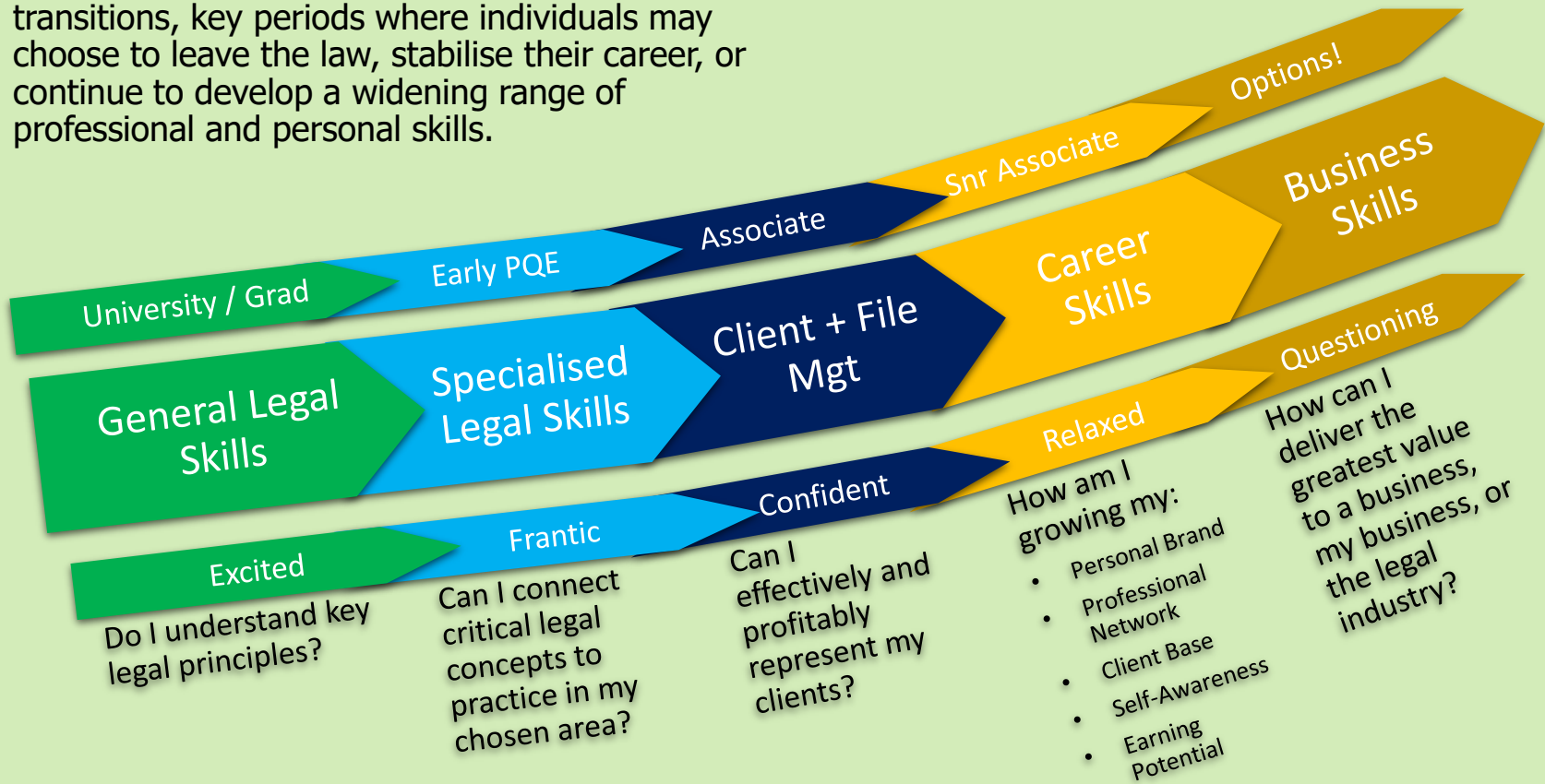
CPD – PROFESSIONAL SKILLS

Happy Lawyer, Happy Life - The Club - Lunch & Learn
19 April 2022



THE HIGH PERFORMING LAWYER

The phases of a legal career include several key transitions, key periods where individuals may choose to leave the law, stabilise their career, or continue to develop a widening range of professional and personal skills.



Our work with legal teams of varying sizes builds on their "Legal Skills", to improve commercial and personal outcomes from Client Management, Career Skills, and ultimately Strategic Business Capability.



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NON-LEGAL SKILLS MATRIX

Personal Vision + Values Personal Brand + Marketing Business Financials Professional Networks Winning New Clients Client Mgt Business Operations Leadership Skills Team Culture Work-Life Rhythm

INSPIRATION

Do I know Why I need this skill?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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DESIGN

Do I know What I need to do?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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EXECUTION

Am I implementing this properly?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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This topic is designed to help you:

1. create awareness of your current capabilities in a variety of non-legal skills; **and**
2. identify areas for future skill development to add to your training plan.

Find out more:

www.jacobaldridge.com/business/how-to-conduct-a-training-needs-analysis-for-your-team



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TRAINING NEEDS ANALYSIS

- Review the the Non-legal Skills Matrix handed to you
- There are 3 Levels of Learning:
 1. Inspiration
 2. Design
 3. Implementation
- Colour each of the balloons – please be honest!
- **Green = Doing this**
Yellow = Early Application
Red = Not Yet

- Once you go **Red**, you can't go back. You can't be Executing a skill without knowing WHY or WHAT to do!
- There is no need to go to Level 3 for every skill
- Once coloured, circle the 3 Balloons you want to focus on learning now

- Review your answers. Have you been honest with yourself about the ability and which skills to prioritize?
- You may go back and adjust accordingly, or review this exercise every 3-6 months
- Use this to create your own training plan– internal, external, formal or not – to develop these skills at these levels

