

The Bar is having to embrace and **manage change** as it has never done before. Competition is such that individuals as well as chambers are having to reinvent themselves and **adapt** to the changing circumstances around them.

Coaching for the Bar

Coaching and mentoring can help **develop direction** for people and organisations, especially those involved in implementing change.

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What is coaching about?

- focus
- non-directive development
- improving performance and developing skills and direction
- identifying future possibilities and potential
- setting specific professional goals
- getting you to a solution faster
- understanding and overcoming barriers
- heightened self-awareness
- identifying what needs to change
- action

What is coaching not about?

- a sign of weakness
- “cheating”
- telling you what to do
- changing someone else

Who would benefit?

- barristers, pupils and support team managers alike - including **your stars and potential stars** as they build their careers

Recruitment and selection:

- Selecting the best to join your chambers
- Effective interviewing

Leadership roles:

- Mentoring and coaching through the first 100 days in new role:
 - Head of Chambers
 - Head of Management Committee
 - CEO/Chambers Director
 - Senior Clerk
 - Department/Practice Group Head
- Leadership support through major projects or initiatives
- Workplace conflict

Applying for silk or judicial appointments:

- Understanding competency based selection systems
- Support completing application forms
- Preparing for interviews, role play and presentations

Skills development:

- Building client relationships
- Marketing skills
- Managing self and practice
- Having difficult conversations
- Clicking up a gear (good to great)
- Maximising your strengths
- Team development
- Effective meetings
- Re-shaping your practice
- Presentation skills

Transitions:

- Managing transitions through change, from mergers and structural change to moving to a new building
- Junior to senior junior
- Senior junior to junior silk
- First clerk to senior clerk
- Head of Man Co to Head of Chambers

Planning a new future:

- Retirement
- Redundancy
- Complete career change
- “Third stage” careers

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