

A person in a dark jacket is visible on the deck of a boat, looking towards the camera. The background shows the boat's structure and rigging.

Lexington Academy



PEOPLE MANAGEMENT & TEAM LEADERSHIP



Introduction



Specialist

The Lexington Academy provides specialist learning development to leading law firms around the world

The Difference

Our faculty are experienced advisors, coaches and trainers. We are uniquely able to apply new learning to the practical day to day challenges of leading lawyers and legal teams.

Program Benefits

Each leadership program is adapted to the specific needs of each group. Typical outcomes include:

A view from the other side of the fence, understanding the client needs.



A clearer picture of their role as a leader, what can be expected of them or not, plus an understanding of your own leadership style



Ideas on how to make the change required, be that either getting buy-in or being organized or working in new and different ways. each group.



Approach & Methodology



We learn differently as adults. Clear learning objectives are required with a very participatory and highly practical approach.

Lexington uses real-life examples and case studies plus, where appropriate, asking participants to work on their real work challenges.

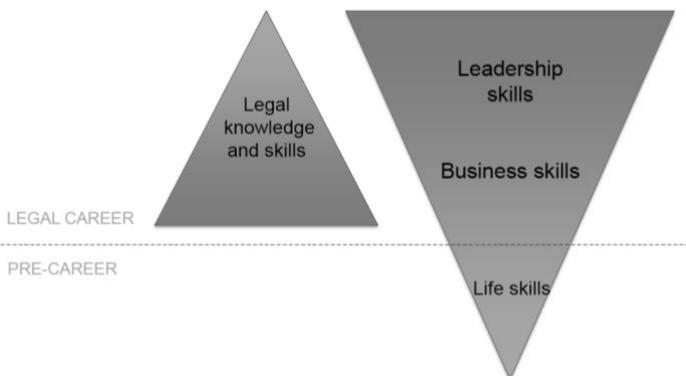
These sessions also offer an important environment in which participants can gauge their own leadership style and those of people they work closely with, as they cooperate across the firm.

Lexington will be providing research, models and frameworks on the changing environment for legal services which participants then apply to their own work, test and reflect upon.

Lawyers learning needs change through their career



Further learning throughout legal career



Program Design



Strategy

Setting the direction of the business



Leadership

Performing at your best, getting the most from your people

Clients & People

Increasing performance and operational success



Strategy



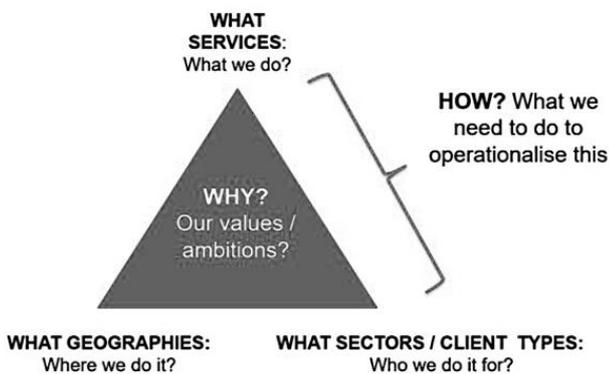
→ Themes

Changing clients needs + understanding the value curve + polarization and segmentation of legal markets + matching ambition with opportunities + competitor analysis + new business models + impact of technology and AI and putting the strategy into practice amongst others.

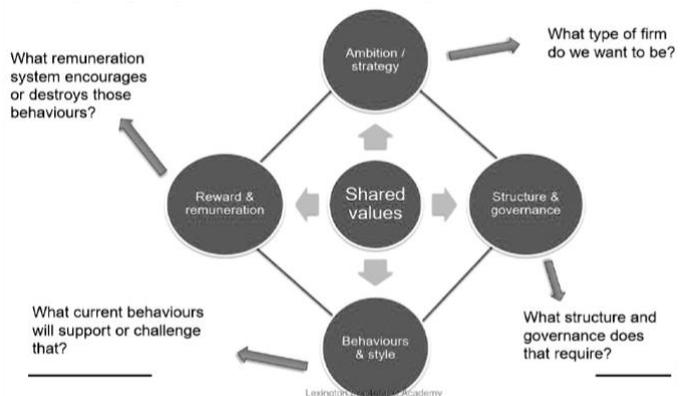
→ Approach

- Developing a strategy for practice areas/offices
- Understanding what is required to implement that
- Developing business plans
- Monitoring and rewarding success

Building competitive advantage



Aligning organization around objectives



Leadership

High Performance



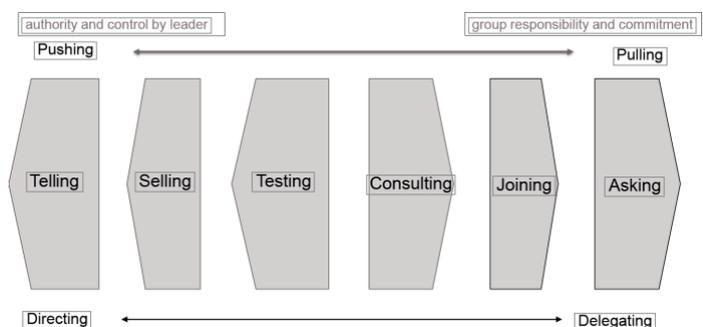
Leaders and style

- Understanding what does it take to be personally effective as a leader.
- Appreciating different styles of leadership and their impact.
- Knowing when and how to flex your approach (whilst remaining authentic)
- Coping with ambiguity and uncertainty.

Team working

- Delegating, supervising and developing an effective team.
- Guiding the junior lawyers, supporting them in overcoming any limitations blocking them from developing their own practice.
- Understanding the motivations of different team members.
- Coaching, motivating and guiding others toward objectives and accomplishments.
- Building more productive working relationships with key individuals and groups.
- Handling feedback and difficult communications better.

Types of leadership



Clients and people



Understanding the client

- Client mapping
- Building relationships
- Pitching for work and pricing
- Adding value to the client

Matching your people with your strategy

- Technology approaches
- Knowledge Management Learning & Development

Pitching & Pricing Methodologies

Credible	Different	Economic	Persuasive	Relevant
Credentials database	Innovation team	Sign-off procedure	Methodology templates	Q&A with client
Up-to-date CVs	Credentials are customized for each client	Flexible fee models	Always puts the client first	Best team, not those you always work with
Yes/No decision process	Buy-in to "Miranda Way"	Formats for presenting fees and tasks clearly	Excellent writing skills	Peer review process for quality checking
Solutions are adapted for each client	Well-designed document formats	Firmwide profitability modelling	Excellent graphics	Prove why Miranda is the best

teamwork, understanding, process, creativity and direction

The Partner's career arc



Helping the best get even better



“They invested the extra time needed in understanding how we work and think” Global chairman

“Thank you for giving us very useful tools for our everyday challenges” Partner

Our work is typically confidential, however some of our experience is public :



Faculty Members



Our team understand law firms from top to bottom as well as inside and out.



Tony King

Assists firms in developing their competencies and all the HR processes which go with them. He has worked extensively across North America, Europe, the Middle East and Asia.



Katie Dignan

Regularly advises on how to price competitively and has worked with leadership teams on firm pricing strategies, and with practice groups and individual client teams on creative approaches.



Moray McLaren

He advises the top independent law firms as they review their practice focus, governance, remuneration and ownership models. He has focused on continental Europe, Latin America, Africa and India.



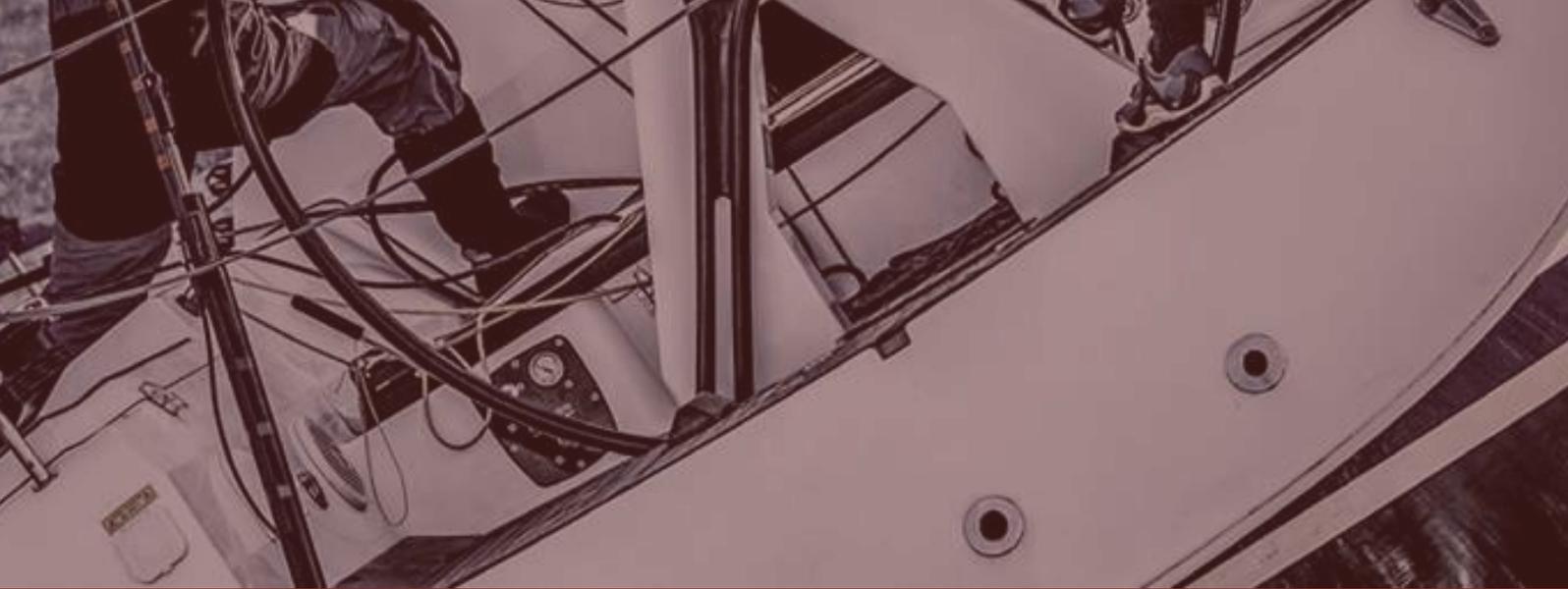
Peter Cornell

Peter is our Chairman, he advises law firms on their growth strategy, including international alliances and mergers. He also serves as a coach and confidential sounding board for law firm leaders around the world and is a popular law firm retreat speaker.



Mari Cruz Taboada

Mari Cruz specialises in talent development, Key Account Management and Legal Innovation in the legal sector. She is a lawyer by training, and advises law firms as they modernise, seek growth and enter new markets through alliances and mergers.



**PEOPLE
MANAGEMENT &
TEAM LEADERSHIP**

Contact us for further information:

maricruz.taboada@lexingtonconsultants.com

+ 44 2081338276 (UK)

+ 34 666418247 (Spain)



**LEXINGTON
ACADEMY**