

# Rising in the Ranks





# 3 | Critical Questions

- **Who** is managing your career?
- **What** are your goals?
- **How** do you chart your course?

# 1 | Challenge

What is in your  
backpack?

# Talent Development

## Stage 1

Senior Counsel  
(in law firm?)

## Stage 2

Managing Counsel  
(in law firm?)

## Stage 3

Direct report to GC

## Stage 4

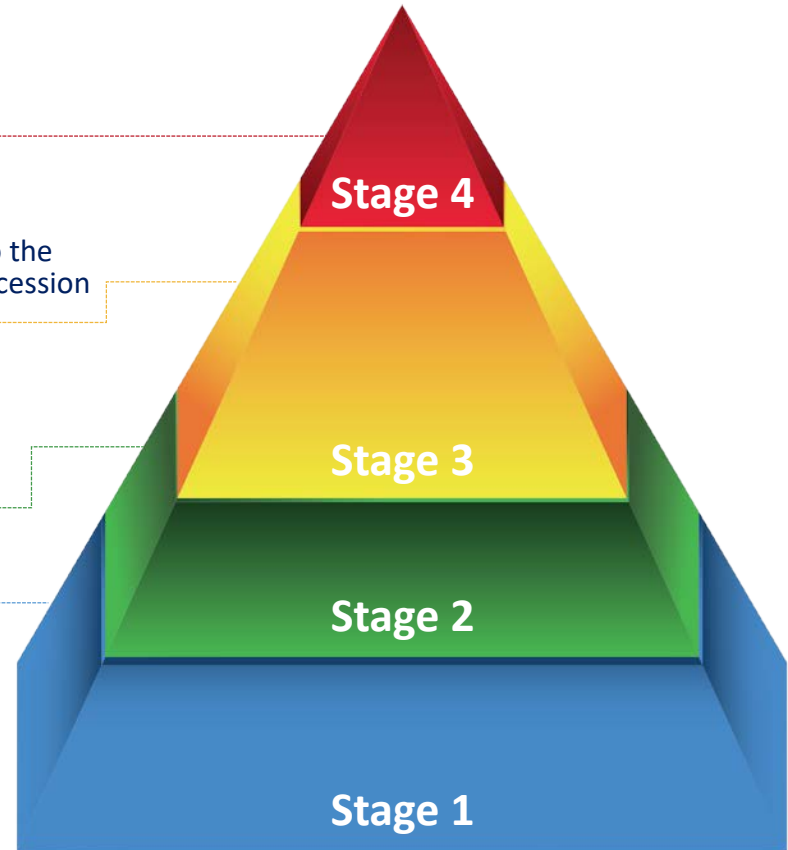
General Counsel



Direct reports to the  
GC in line of succession

Direct reports  
to the GC

Members  
of the legal  
department



## Focus

- Substantive expertise
- Scope of work with your team

Stage 4

Stage 3

Stage 2

Stage 1

- Senior Counsel
- (in law firm)

## Focus

- Importance of substantive expertise
- Scope of work with your team
- Impact on the company
- Relationships:
  - Inside the legal department
  - With business clients
- Managing Counsel
- (in law firm?)

Stage 4

Stage 3

Stage 2

Stage 1





Stage 4


Stage 3

Stage 2

Stage 1

### Focus

- Work with general counsel
- Enterprise wide impact
- Relationships outside legal department

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1. Board of Directors: Experience with Board of Directors & Committee
  2. Management Skills and Leading a Team
  3. Demonstrated Leadership in the C-Suite
  4. Financial Acumen
  5. Ability to Anticipate Issues
  6. Ability to Manage Change and Uncertainty
  7. Executive Presence
  8. Global/International Experience
  9. Trusted Business Advisor
  10. Strong Emotional Intelligence

Stage 4

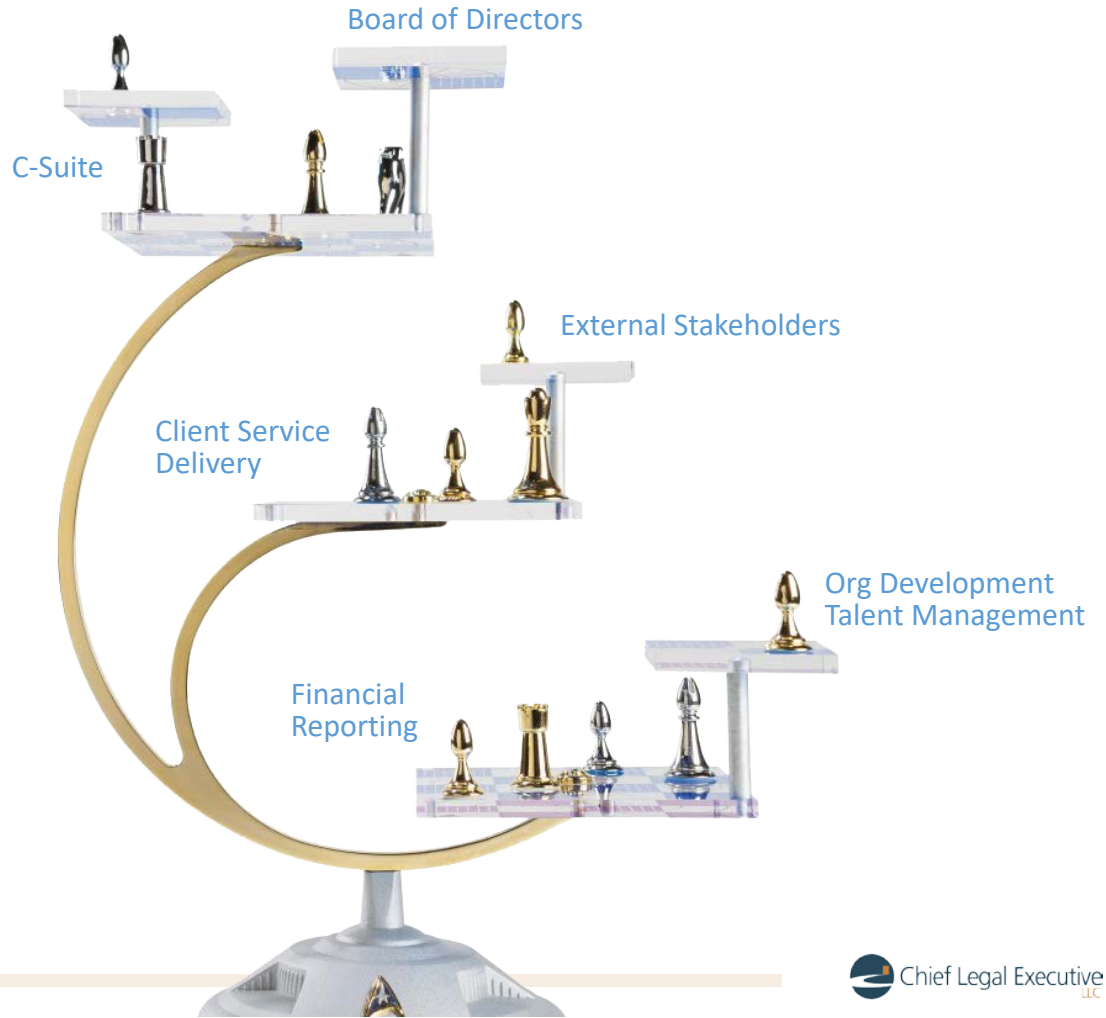
Stage 3

Stage 2

Stage 1



# 6 | Layers of Multiple Dimensional Chess



# 5 | Complicating Factors

## Managing The Five P's

1. Politics
2. Perceptions
3. Personnel
4. Process
5. Priorities



A hiker wearing a red cap, a grey tank top, dark blue leggings, and a large red backpack stands on a rocky outcrop. She is looking out over a vast, hazy landscape of rolling green hills and mountains under a clear blue sky. The text "What is in your backpack?" is overlaid in white on the right side of the image.

What is in your backpack?