



2023 In-House Counsel Empowerment Series

Curriculum Overview

Thursday, March 16, 9:30-3:30 pm ET

Developing the Foundation of Leadership

This module introduces the primary underlying component of successful communication and leadership skills an in-house counsel needs to be a strategic partner to the organization. Utilizing these skills allows the in-house counsel to exert influence across the organization, including areas where there is no direct reporting relationship.

Understanding Self – an Emotional Intelligence Foundation

Establishing and exhibiting self-awareness is the keystone of any leader's development. Neuroscience frameworks are presented to illustrate how emotions guide our behaviors towards others.

Learning Objectives:

- Understand the role of Emotional Intelligence in determining our interactions with others.
- Become aware of potentially limiting behaviors
- Practice empathy skills to increase your awareness and develop balance in your life

Understanding the Environment – the Role of Others

Very little is able to be accomplished in an organization without the support of others. Stakeholders to any initiative may be internal or external and may have positive or negative impact on the initiative. Using Emotional Intelligence is critical to understanding our audience and determining the proper communication method to move that individual, or group, to action

Learning Objectives:

- Identify the basic emotional needs, which influence behavior in the environment
- Link communication strategies to address the environment's emotional needs
- Use organizational resources to meet these emotional needs.

Thursday, June 8, 9:30-3:30 pm ET

Strategy vs. Planning and Understanding your Dominant Logic

Become a Strategic Partner in the Organization

The environment our organizations operate within are rarely stagnant, yet in many organizations, the challenge, opportunity and innovation recognition techniques are. Even in those organizations claiming they are "innovative" historical mindsets and systems actively work to quash new initiatives. This module illustrates the difference between Strategy and Planning

within the organization and illuminate the Dominant Logic of the organization which may be inhibiting growth.

Learning Objectives:

- Understand the difference between Strategy and Planning and how to use both to influence the organization
- Recognize Dominant Logic exists and tools to challenge
- Identify methodologies to become an innovation champion within the organization
- Practice communication with a team to accomplish an objective

Thursday, September 21, 9:30-3:30 pm ET

Developing a Coaching Mindset

Individual Contributor to Leader

When we become a leader, reality significantly changes. Where once we were evaluated on our personal accomplishments, now we are judged by the team's success. Our ability to facilitate successful performance of others as both individuals and toward a unified goal is now the measuring stick that we are compared to. Unfortunately, if no one tells you this and resets expectations, the natural reaction is to work harder to accomplish personal objectives even though you now have new responsibilities.

Learning Objectives:

- Understand the differences between Coaching and Mentoring
- Identify what a Coaching Mindset is
- Understand how a coaching mindset increases leadership effectiveness
- Apply a Coaching mindset to your team

Thursday, December 14, 9:30-3:30 pm ET

Practicing the Program and Create a Personal Strategic Plan

Application

Learning is a powerful tool to gain knowledge, application of that tool is what separates learning from adoption. In this module you will bring a work challenge with you (non-confidential) and you will break up into groups and coach each other through all aspects of this program to move the challenge to a potential workable solution path.

Learning Objectives:

- Perform all elements of the program to coach your group to successful outcomes

Personal Strategic Plan

Being able to execute the elements of the program during the session allows for practice. To implement these elements long-term requires a strategic plan. In this module you will create personal strategic plan to continually put these concepts into practice. This plan is not required to be shared with the members of your group, at the same time, it is highly encouraged to establish an accountability partner(s) to assist in making these tools a habit.