

Leadership for Lawyers



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GROUP DISCUSSION

1. What are the attributes (traits) of highly successful lawyers?

2. What are the attributes (traits) of highly successful lawyer leaders?

3. What is the definition of leadership?-NOT TRAITS

4. What are the challenges law firm leaders face today?

5. What do lawyer leaders need to do to get their colleagues to follow?

6. How can law firm leaders best encourage teamwork?

7. Great leaders are not necessarily born, what do they do to become better leaders?

8. Which of Goleman's six leadership styles is best suited for a law firm? Why?

9. What shared values are important for a law firm?

10. Look at times when you did your very best as a leader. What did you do? Why do you believe it worked well?

11. Think about partners or senior associates for whom you have worked and, in your mind, identify those senior lawyers you liked working for the best. What characteristics distinguished those senior lawyers from others?

12. Without identifying any senior lawyers, think about senior lawyers who were difficult to work for. What made those lawyers difficult?

13. What is the best feedback you have gotten when your work was well done?

14. What is the best constructive feedback you have gotten when your work needed improvement?

15. What do you believe senior lawyers can do to best motivate the lawyers who work for him or her to become the best lawyer he or she is capable of becoming?

16. Do you think the experience for associates in the firm is different than it was 15 years ago?

17. What is the one most important piece of advice you would give a first year or lateral associate?

CHARACTERISTICS OF LEADERS

Choose five characteristics of leaders you admire and rate them in order of importance.

Ambitious	Broad-minded	Caring	Competent
Cooperative	Courageous	Dependable	Determined
Fair-minded	Forward-looking	Imaginative	Independent
Inspiring	Intelligent	Loyal	Mature
Self-controlled	Straightforward	Supportive	

1. _____
2. _____
3. _____
4. _____
5. _____

FOR YOUR REFLECTION

1. Suppose your law firm has given you a six-month sabbatical. During the six months you will not be permitted to communicate with anyone in your office. Before you depart, those who work with you and for you need to know the principles you believe should guide their decisions on dealing with clients, other lawyers both inside and outside the firm and friends who try to reach you. Write instructions for them on one page or less.

3. Make a list of things you love to do. Then make a list of things you hate to do. Look at the list of attributes and list the ones that apply to things you love to do and list the ones that are absent in things you hate to do.

Attributes

- | | | |
|-----------------|---------------|---------------|
| Admiration | Faith | Positiveness |
| Adventurous | Freedom | Power |
| Appreciation | Friendship | Quiet |
| Beauty | Generosity | Reality |
| Bliss | Goodness | Relaxing |
| Brotherhood | Goodwill | Reliable |
| Calm | Gratitude | Renewal |
| Communication | Harmony | Respect |
| Communion | Helpful | Serenity |
| Compassion | Humanitarian | Service, |
| Connection | Humor | Silence |
| Courage | Inclusiveness | Simplicity |
| Creativity | Infinity | Synthesis |
| Detachment | Innovative | Tranquility |
| Energizing | Joy | Trust |
| Enthusiasm | Liberation | Understanding |
| Entrepreneurial | Light | Wholeness |
| Eternity | Love | Wisdom |
| Ethical | Order | Wonder |
| Excellence | Patience | |

4. What values guide your actions as a leader?

5. What have you done to build your team and to motivate members of your team?

6. What are you doing to improve your leadership abilities?

7. Make a list of four or five experiences in your life that have been “turning points” for you and that have truly influenced the direction you have taken in your life.

8. Imagine you are attending a retirement dinner given in your honor. Four speakers will talk about the contribution you have made. They are one of your colleagues, a client, one of your children and a lawyer from another firm. What would you hope each would say about you?

9. What “daring failure” have you experienced in your life? How did you handle it? What did you learn?

10. Think of a time when, as a direct result of something a leader said or did, you felt personally powerful, confident and capable. What did the leader do or say that instilled that feeling in you?
