

EnergiseLegal case study

For Solicitors/Career Management/Career Transition

Back in the driving seat of her career

The Brief

- 4 X 1.5 hour face to face coaching sessions.
- Very busy senior associate with heavy workload feeling demotivated and stressed.
- Provide support with talent retention problems in the firm creating additional pressure and stress.
- Increase self-awareness to reengage with developing trainees.
- Understand the cause of their behaviours and attitude.

Our Role

- Enabled coachee to see themselves through the eyes of others in the firm to increase awareness of the impact of their behaviour.
- Transformed limiting beliefs about themselves and marketing.
- Using coaching tools and self-completion questionnaires, helped them to focus on managing their career and making time for external networking.
- Invited coachee to networking events to broaden their network and career options.
- Shared relevant Energise articles on topics pertinent to the coachee.

The Result

- Proactively marketing themselves and increasing visibility in the firm.
- Inviting junior lawyers to networking events to build their confidence and experience.
- Clarity about what they need to make time to do to develop junior lawyers.
- Reignited enthusiasm and confidence.
- Behaviour and attitude changes noticed by project sponsor.
- Recruitment of a new practice group team member to reduce workload.
- S.M.A.R.T. career goal and plan.

- A defined personal brand and verbal business card.
- Successfully negotiated a secondment.
- Proactively negotiated promotion discussions.

Client Testimonial

“Coaching enables you to ask questions of yourself and those around you in a professional and more personal context, gives you support and encouragement and provides an opportunity for change. It gave me space to discuss key professional issues and to consider how to resolve them. It helps you to build on your strengths and address weaknesses.

Rachel is very calm and supportive and very good at putting you at ease and providing a confidential sounding board. Coaching with EnergiseLegal has been instrumental in the changes that I have made. Rachel has been fantastic: not only in our coaching sessions but also in providing follow-up articles, self-coaching exercises, networking event suggestions and general career development help.

I feel more positive and focused and in the driving seat of my own career again, and am making time to make it happen.”

Senior associate.