

UPSKILLING LAWYERS

Supporting L&D professionals to implement a learning curriculum across a regional law firm

www.kineticpd.co.uk



CHALLENGE

A UK-based international law firm's recent merger with a competitor doubled the number of employees and office locations. The Learning and Development team were tasked with finding ways to improve the interpersonal skills of the firm's partners, managers, solicitors and support functions. Kinetic worked collaboratively with the L&D team to create opportunities for leadership training, people development and to do this virtually to build relationships following the merger.

SOLUTION

A programme of mindset and personal skills based interactive workshops available to all departments across the firm. Each 60-90 minute session included a mixture of theory and practice. Kinetic facilitated sessions which introduced concepts from performance psychology to drive performance in each participant's role. We defined objectives to prioritise the sharing of ideas and relationship building across the firm, which we achieved through the use of self-reflective exercises, group discussions and breakout room activities. There was a focus on how to embed the learning in the day-to-day.

RESULTS

Delivery of 76 sessions to more than 750 delegates over 24 months. The L&D team re-designed their training planning to set 12-month firm-wide training programmes. Kinetic developed a roster of workshops, which included:

- Navigating change with a growth mindset
- Managing stress and thriving under pressure
- Assertiveness in action

Together with the L&D team, we created content targeted according to seniority and/or experience. This provided the delegates with opportunities to use their time effectively to interact with and learn from their peers and ensured the content was pitched at the appropriate level.

AT A GLANCE

CHALLENGES

- Recent merger
- Bringing teams together
- Build skills and confidence

KEY OUTCOMES

- Improved interpersonal skills
- Confident new managers
- Personal leadership techniques



LAW FIRM

Partner

"Kinetic PD has been instrumental in helping us embed a high performance mindset across our newly merged firm. Their workshops are thought provoking, interactive and have helped us align our teams around shared values."

We help organisations perform at a higher level by embedding the psychology of elite sport in their teams



How we work

We deliver along four strands, and create 6 -12 month bespoke training packages blending all these four streams:

Workshops - We deliver virtual and face-to-face programmes through interactive workshops. Each delegate is provided with further learning materials after each session.

Coaching - Both within the team and wider network we have access to a number of qualified coaches who have also competed at the highest level in sport.

Keynotes - we can provide speakers to cover a range of topics for keynote speeches for events or conferences.

Psychometric testing – We are certified practitioners of the Thomas International and Discovery Insights self-awareness tools.

Scenario-based training

Our work is designed to be laser-focussed on our clients' outcomes. We want to immerse ourselves in your industry and organisation, understanding the challenges and opportunities, to ensure training is targeted and relevant.

High-performers from sport and business

All the Kinetic team have performed at a high level, whether that's in the corporate world or Olympic Games. They bring that real-world experience to our training.

Contact Us

☎ +44 (0)7886 585 767

🌐 www.kineticpd.co.uk

✉ kingsley@kineticpd.co.uk



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