

# itd Supervising Junior Lawyers



## Overview

Getting the most from junior lawyers is easy to get wrong. Senior lawyers can easily forget what it was like when they started their career. They forget how long it takes to do a task which leads them to underestimate time for the junior lawyer. This workshop gives senior lawyers a framework to ensure they give their junior lawyers the best chance to succeed.

## Participants & Size of Group

Lawyers – 12 Max

## Duration

2 – 3 hours

## Outcomes

By the end of the workshop participants will have;

- ✓ A framework for supervising junior lawyers.
- ✓ Reviewed their approach to supervision.
- ✓ Gained ideas on how to assess the needs of junior lawyers.
- ✓ Created personal actions.

## Workshop Style

Fee earners discuss their practical experience of supervising junior lawyers.

## Pre Workshop Activity

Participants consider their challenges and experiences of supervising junior lawyers.

## Post Workshop

Emailed action plans, plus one to one coaching available.

## Agenda

- Introduction and objectives.
- Challenges with supervision; the senior lawyer's perspective.
- What the junior lawyer needs.
- Contracting: establishing a strong foundation for your working relationship.
- Understanding the work styles of your junior lawyers.
- Time required for success & the law of increasing return.
- Key skills required in supervision.
- The importance of feedback & how to give it positively.
- Practical scenarios.
- Participant scenarios.
- How not to supervise!
- Summary of workshop.
- Personal action plans.