

## Adrian Spencer - Coaching in the Legal Sector



### Programme Format

- Chemistry meeting to agree on TOR.
- 4 to 8 sessions spread over 2 to 6 months.
- F2F or Zoom – flexible.
- Phone/email support between sessions.

### Expertise & Qualifications

- BA (Hons) Lancaster Universities Organisational Behaviour function
- ILM Level 7 Executive Coaching & Mentoring qualification
- Associate of the European Mentoring & Coaching Council (EMCC)
- Two decades of Director level change and leadership experience
- Associate of the Chartered Insurance Institute (ACII)
- Prince 2 Project Management qualified (attained at Ernst & Young)

### Coaching Approach

Adrian gets the best out of people by engaging them directly on their challenges, pushing them to find solutions and driving them to engage with their strengths and agree to tangible action plans. His significant leadership and industry experience allows credible insight to be delivered, with clients aligned and bought into his engaging style.

### Legal Sector Proposition

- Adrian combines decades of board-level, senior leadership and change experience with a deep insight into the challenges faced by Lawyers and Business Service Leaders in the Legal sector.
- Having led a significant change agenda in a Top 50 UK law firm, whilst coaching and mentoring fee earners and Business Service Leaders, Adrian fully understands the many competing issues and priorities that come with working in a law firm.
- Developing Associates into Partners and Business Service Leaders into effective deliverers of change in a unique working environment are competencies Adrian excels in.
- Top talent Lawyers and Business Services leaders will require slightly different areas of coaching focus, however, common themes in the legal sector do emerge. Some examples are shown:
  - Strategic thinking/visioning in law firms
  - Leading as opposed to managing as your career develops
  - Influencing, forming and driving change agendas
  - Change delivery dynamics in the legal sector
  - Personal Impact and gravitas enhancement
  - Stakeholder and network management
  - Business KPI appreciation from a Board perspective
- Adrian works with people to overcome their personal weaknesses in a supportive and trusting environment. He will develop their understanding and awareness of what Partners and Directors focus on in Law, to raise their insight to the next level and beyond.