**Program Overview:**

The [*Group Coaching and Mastermind Experience for Women Lawyers*](https://www.uplevelcpd.com/courses/joyful) is a six month virtual program for a group of up to 8 women lawyers who seek inspiration, accountability and support from a community of like-minded professional women as they each work toward a specific goal they set for themselves in their practice.

**Program Leader**:

The program is designed and delivered by Paula Price, a lawyer turned executive coach who supports lawyers in their professional and personal development through coaching, training and speaking. Paula has a particular interest in working with women lawyers at all stages of practice and produces a free weekly podcast called [*The Joyful Practice for Women Lawyers*](https://thejoyfulpractice.com/podcast/). Paula is also highly interested in helping lawyers strengthen their executive functioning and practice management skills so that they can be more organized, productive and efficient at work, while fulfilling their personal and professional commitments in alignment with their goals and values.

**Process:**

The *Group Coaching and Mastermind Experience for Women Lawyers* combines substantive learning with practical application to help participants produce tangible results in practice. Each lawyer sets a goal at the beginning of the program, and that goal becomes the focal point of their work throughout the program.

The program runs for six months, from January to June 2023. At the beginning of each month, each lawyer is provided with resources and a set of questions to answer related to the month’s topic. Each month, there are two 60 minute virtual group calls. In the first call, Paula teaches about the substantive topic for the month and takes questions related to the topic. In the second call, lawyers come prepared to provide updates on their work for the month, ask questions and receive coaching and peer support with respect to challenges and opportunities they’re having in relation to their goals. In addition to the monthly group calls, each lawyer has two 30 minute private coaching sessions with Paula. Lawyers also have a way to engage with each other and with Paula between calls.

In addition to the above, two additional trainings will be offered during the program (see next section).

**Substantive Topics**:

The topics covered each month align with common challenges that lawyers experience when pursing goals within their practice. They are as follows:

* + Goal Setting (January): Each lawyer sets a specific goal for the duration the program. Skills learned include strategic goal setting, mapping steps to achieve goals, prioritizing and forecasting obstacles.
	+ Self Concept (February): Each lawyer gains awareness of how their self concept impacts goal achievement. Skills learned include increased awareness of self concept and internal dialogue as they relate to professional work and how self concept and internal dialogue influence confidence levels, willingness to proceed with challenges and self trust.
	+ Obstacles as Your Roadmap (March): Each lawyer learns how the obstacles that stand in the way to their goals “are the way” to their goals. Skills learned include forecasting and preparing for obstacles and cultivating a deeper understanding of what specific factors create “obstacles” for them personally. This understanding relates back to self concept and lays groundwork for developing greater confidence, authority and power.
	+ Confidence, Authority and Power (April): Each lawyer focuses specifically on her relationship with confidence, authority and power within her practice. Skills learned include increasing self awareness and cultivating intentional confidence, authority and power in professional work. Lawyers also examine the practical implications that flow from closing any gaps in confidence, authority or power that they currently experience. Finally, lawyers learn to identify subtle ways in which they may undermine their authority, for example, specific language used in professional communications.
	+ Boundaries (May): Each lawyer gains awareness of her relationship with boundaries. Skills learned include setting priorities, identifying where boundaries are required and developing skills to assert boundaries in a way that aligns with goals and self concept, without burning bridges. Lawyers will develop specific language and strategies to communicate and protect their boundaries.
	+ Sustainable Growth (June): Each lawyer will evaluate her progress in relation to her goal and the sustainability of practices she has engaged in to achieve it. Lawyers will identify future goals and create strategies to continue their professional growth and achievement of excellence, in a way that is sustainable.

**Additional Trainings**:

In addition to the monthly themes and calls, there will be two 60 minute workshops about popular coaching topics. They are:

* + Time Management: Time management is an ongoing skill that lawyers develop and adapt as their legal practices and personal lives evolve over time. This class addresses common challenges that lawyers face when it comes to time management, including managing large volumes of work without overwhelm, planning efficiently despite interruptions and setting priorities when everything seems ‘urgent’.
	+ Career transitions: A lawyer’s career trajectory often looks like a staircase, with transitions at various milestones (for example, getting called to the bar, advancing to senior associate, transitioning to leadership and managing a team). Transitions can take place within a single organization. Transitions may also mean moving to a different firm or organization or leaving traditional practice altogether. The purpose of this class is to focus on transitions as an expected and vital part of career progression and to equip lawyers with tools to leverage transitions within their practice to grow strategically and sustainably.

**Suitability of Program:**

This program is designed specifically for high-achieving women lawyers who want a structured approach and community support to help them achieve a specific goal in their practice. The skills learned in this program can be applied after the program ends to attain other goals. This program is highly suitable for women lawyers who:

* Are approaching partnership and want to develop their leadership skills and confidence as they transition from associate to partner.
* Are partners at their firm and want to curate their legal practice, build up their team and clarify their professional direction.
* Have a very busy practice and want to develop strategies and systems to gain greater control and balance and reduce overwhelm and reactivity.
* Are returning to their practice after a maternity leave and want to re-establish themselves professionally while adjusting to the physical, emotional and logistical demands of parenting.
* Struggle with procrastination, organization, time management and perfectionism and whose practice suffers as a result. They want strategies to better manage their time, make decisions faster and move files forward pragmatically, without sacrificing quality.
* Have cultivated an independent or solo practice and feel isolated and sometimes doubtful about the direction they’re taking and how best to use their resources. They want accountability and support to help them gain clarity and focus and bring the practice they envision to life.
* Despite being surrounded by other lawyers at work, feel increasingly siloed and disconnected. They crave closer professional relationships with women who understand the challenges they face and will support them as they navigate out of this murky stage of their practice and create greater connection, clarity and confidence.

**Commitments Required**:

The program costs C$945 (including GST). The results obtained by participants will correlate directly with their commitment to attending the private and group calls (and/or watching the group call recordings), completing the exercises offered each month and deliberately implementing lessons and strategies learned in the program in their practice.

**Questions**:

Please contact Paula Price at pprice@uplevellawyercoaching.com with any questions.