

Sample Team Leadership Curriculum for Law Firm Associates

Audience	Description	Ownership	Feedback	Delegation
First Years	<p>Ownership I From Delegation to Delivery</p> <ul style="list-style-type: none"> Earning Trust on Your Workstream Clarifying Incoming Requests Tips for Under/Over Capacity 	✓		
Second Years	<p>Feedback I Maximizing Feedback Opportunities</p> <ul style="list-style-type: none"> Soliciting Feedback on Your Work Turning Feedback into an Action Plan Owning Your Career Development 		✓	
Third Years	<p>Delegation I Delegation Nuts and Bolts</p> <ul style="list-style-type: none"> Overcoming Delegation Barriers Perfecting the Delegation Handoff Avoiding Micromanagement 			✓
Fourth Years	<p><i>Fall Program</i></p> <p>Ownership II Developing an Ownership Mindset</p> <ul style="list-style-type: none"> Understanding What Partners Mean by "Ownership" Turning Complaints into Constructive Action Encouraging Ownership in Junior Team Members 	✓		
	<p><i>Spring Program</i></p> <p>Feedback II Navigating Difficult Feedback</p> <ul style="list-style-type: none"> Crafting Constructive Messages Delivering Upward Feedback Navigating Difficult Personalities 		✓	
Fifth Years	<p>Delegation II Unlocking Leverage in Delegation</p> <ul style="list-style-type: none"> Avoiding Management Blindspots Tips on Project and Team Management Developing Junior Talent 			✓
Sixth Years+	<p>Mixed Topics Challenges in Leading High-Performance Teams</p> <p>This session will be organic; attendees will list top leadership challenges, and that list will guide the agenda, ensuring each year's session is unique. From experience, typical topics will include:</p> <ul style="list-style-type: none"> Navigating Conflicts and Difficult Team Members Advanced Topics on Feedback and Delegation Challenges in Managing Other Managers ... <i>And more based on attendees' live input</i> 	✓	✓	✓