

## Workshop - better performance reviews and career development discussions

Partners leading teams are usually excellent legal technicians and often effective managers. However, few have had the benefit of training and coaching in modern management approaches and enlightened best practice in human resources management, especially as it relates to performance appraisals, career development discussions, remuneration reviews, and coaching conversations.

The repertoire of many partners is limited to models of management they have personally experienced; first, from their master solicitors as young articulated clerks, and later from one or a few partners of variable ability and vision in this area.

Many highly capable partners reluctantly engage in, delay, or avoid appraisals because they are ill-equipped and uncomfortable in these forums.

Using your firm's performance appraisal materials, and a proven conceptual framework, Julian Midwinter & Associates helps partners improve their skills to conduct effective discussions with valuable outcomes.

Applying practical techniques and conversation models workshop participants consider, discuss, adapt, and practice approaches to the key elements of the performance appraisal.

We then canvass coaching conversations which are useful to encourage improved performance.

This highly interactive and practical workshop is of 120 minutes duration. It can be readily adapted to 90 minute and 150 minute formats.

For firms which do not have a sound performance appraisal framework and questionnaire, Julian Midwinter & Associates offers a small selection of high-quality precedents. These are introduced in an extended workshop.

If your firm would benefit from more effective performance reviews and career development discussions call us on +612 9968 4168 or email [julianmidwinter@julianmidwinter.com.au](mailto:julianmidwinter@julianmidwinter.com.au).

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