

## Management and Leadership Development Programme

Facilitated by Focal Point and supported by IPInclusive

Only 54.6% of those with managerial responsibilities had received training to support them in managing People - Life in the Law survey from LawCare

To book your place, please email

[dduric@focalpointtraining.com](mailto:dduric@focalpointtraining.com)

"Legal workplaces should give people managers enough time, targeted training and ongoing support and recognise management as a critical skill. Senior lawyers should not be assumed to be good managers without proper development."

– LawCare 'Life in Law' Survey



### Who is the programme for?

Managers working within the legal sector - from fee earners to business support functions

- First line managers
- Newly promoted managers
- Managers who have had no previous people management training or would like a refresher



### What are the benefits?

The programme will emphasise the people management skills that support inclusive working and wellbeing, leading to:

- Improved retention
- Reduced risk of burnout within teams
- Increased sense of psychological safety to raise concerns
- More effective management of flexible and hybrid working
- Greater job satisfaction and engagement within teams



### What will you learn?

You will learn how to:

- Create supportive, open working environments
- Actively manage workloads in a fair and balanced way
- Support well-being at work
- Create a culture of feedback
- Develop and empower your people
- Hold meaningful one to ones



### The Structure of the Programme

- Delivered virtually via Zoom so you can join from any location
- Capped at 10 participants to ensure inclusive discussion
- 4 punchy 90 minute sessions
- A gap between sessions to allow time to implement actions and see progress
- Actions build into an individual development plan
- A safe space to share learning with peers who are all developing together



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### Cost

£995 + VAT per person

There is a 10% discount for any participant from a firm which is an IP Inclusive signatory

### Booking

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Since 2001, we've been creating tailored leadership and management programmes designed to make a difference.

Our approach includes:

- Practical tools and techniques that can be immediately applied to create positive change
- Engaging, relatable facilitation
- Blended learning methods
- Action-focused outcomes
- Verified quality – We are externally accredited by two leadership bodies (Institute of Leadership and Management - Ilm and Institute of Leadership - IoL)



**IPINCLUSIVE**

Working for diversity and inclusion in IP

IPInclusive is an award-winning initiative formed by individuals and organisations from across the intellectual property (IP) sector, who work together to make the community more inclusive, diverse, open and fair.



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