

LEADERSHIP AMPLIFIED

TRANSITION TO **PARTNER**

It is important to look at the long game of the partner life cycle and better prepare individuals and the firm for the 'transition to partner' from the start.

In professional service firms, the 'transition to partner' is a key leadership transition and with all its unique challenges, provides an incredible opportunity to start well. In many ways it is leadership amplified.

For example, there are risk management and business development challenges that come with the new role while concurrently managing a 'political' climate with complex interactions between junior and senior partners.

Where burnout rates are high, and workforce exhaustion is plaguing many, it is also important for senior leaders to be well so that they can lead well.

WORKSHOP **OVERVIEW**

In this 1.5-hour session, Transitioning Well will provide partners with insights, frameworks and tools focused on transition with direct applications to the partner transition.

Taking the time to unpack the nature and impact of transitions provides partners with the opportunity to leverage their strengths and establish a 'new normal'.

Partners will also have the chance to complete a customised Transition Guide (TG) prior to the session and come together to:



We know that **managing transitions** is the new core leadership skill.

TRANSITIONING WELL'S APPROACH

Transitioning Well can help your partners to navigate the critical transition points from the initial transition right through to late career planning. Our approach is tailored with a focus upon:

Partnership life cycle: As leaders move through different stages of the partnership career, each passage requires a transition in roles, relationships, and routines as well as a realignment of values, behaviours, and skills. Supporting your partners from the start, can accelerate the process of successful transitions to follow.

Partnership life-work wellbeing: Managing the unique demands of the transition to partner, we provide proactive and practical support to help partners manage their life-work wellbeing. While there is growing awareness that wellbeing is a key lever to managing personal and professional challenges while sustaining performance, it is easier said than done!

- Develop an understanding of the difference between transition and change, and the psychological processes of transition.
- Explore the unique challenges and opportunities of the transition to partner, drawing on experience from other partners in professional services firms.
- Discover their individual strengths and opportunities in relation to this transition (using their customised report from the completed TG).
- Unpack new strategies and skills through the sharing of best-practice and practical discussion and the development of an individual Transition Action Plan (TAP).
- Establish foundational awareness and knowledge to set them up across the partner life cycle.

To find out more information please contact:

WHAT YOU GET

- ✓ The completion of a customised Transition Guide (TG) for each of the partners (sent prior and reflected on at a high level during the session).
- ✓ Tailored content to ensure the session is nuanced to the needs of your partners and aligned with existing programs, language and internal resources.
- ✓ A meet and greet with the Transitioning Well psychologist to provide a brief and ensure good facilitator fit.
- ✓ Evaluation of the session to assist with the evolution of the program and return on investment (ROI).



WORKSHOP EXTENSIONS

- The offer of an individual coaching session to unpack the workshop learnings and the customised report and action plan.
- The offer of individual coaching sessions focused on late career or the transition to retirement, tailored for those managing these phases of their career.

WHY TRANSITIONING WELL?

Our mission is to work alongside organisations to help re-imagine and redefine the intersection between life and work.

Our approach is leader-led, practical and evidence based.

We help partners to increase their self-awareness, knowledge, and skills to foster good mental health and wellbeing for themselves and their people.

This in turn, creates tangible business outcomes such as stronger engagement, greater resilience, improved productivity and sustained high performance.

More specifically, we have worked with a diverse range of professional service firms and understand the nuances of the industry and the challenges faced by those transitioning to partner.

To find out more information please contact:

www.transitioningwell.com.au | 1300 824 808 | info@transitioningwell.com.au | © 2023 Transitioning Well (TW)