

Coaching Services Executive Summary

ASCEND, IGNITE & UNITE

Legalis

Wherever Lawyers Are



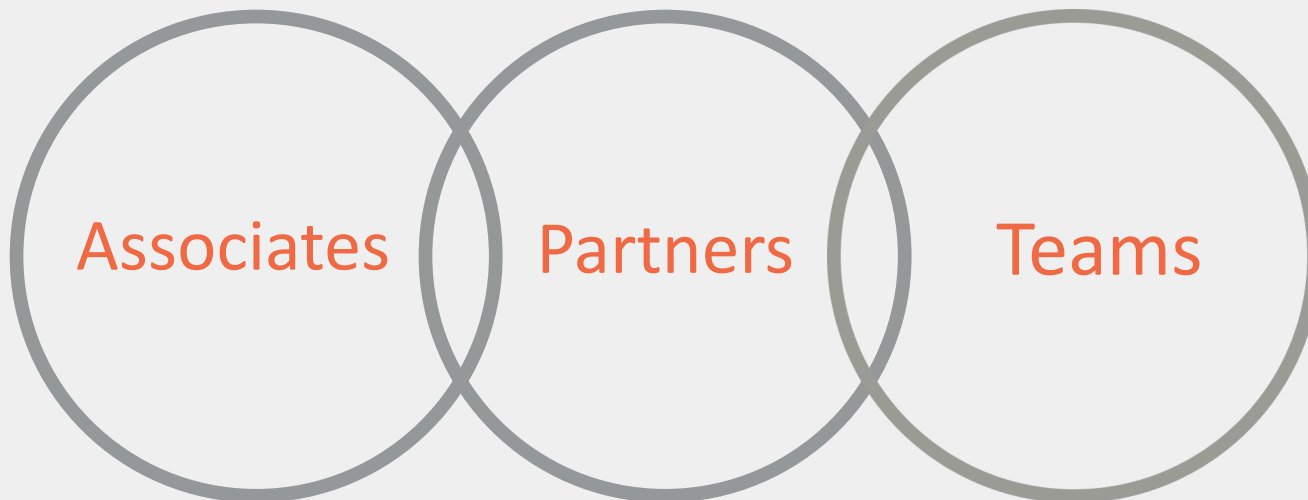
In today's highly demanding legal market, the firms that outperform are those that strategically invest in their people at every level - associates, partners, and teams. Our three flagship programs are designed specifically **for future-focused law firms**: helping associates transition into trusted advisors, equipping partners with the tools to accelerate business development and profitability, and supporting high-performing teams that deliver cohesion, innovation, and lasting client value. Together, these programs form a powerful suite that strengthens talent, drives growth, and secure long-term competitive advantage.

Program Snapshots

- **ASCEND** – Enabling associates to evolve from technical experts to trusted advisors, developing the commercial, leadership, and communication skills needed for lasting impact.
- **IGNITE** - The Activator Journey – Supporting partners in becoming trusted growth leaders who cultivate stronger relationships, foster collaboration, and extend the firm's influence in the market.
- **UNITE** – High Performing Legal Teams – Unite teams by turning siloed groups into cohesive, collaborative networks that strengthen performance, deepen trust, and amplify impact — delivering consistent client outcomes and building the foundation for sustainable organizational success.

Why These Programs?

Associates are the foundation of every law firm, partners are the engines of growth, and teams are the fabric that sustains performance. Yet too often, firms center attention on the partner level while under-investing in associates and teams—resulting in retention challenges, diminished performance, and lost revenue opportunities. A holistic approach that develops talent across all three levels secures employee satisfaction, sustainable growth, strengthens client relationships, and reinforces a cohesive, high-performing culture.



Key Outcomes – with tangible business impact (ROI)

- **ASCEND** – Resilient, **commercially minded** associates who **strengthen client delivery** and **reduce** costly **turnover**. By equipping associates with advanced advisory and communication skills, firms can expect improved retention rates (cutting replacement costs) and **increased billable realization** through **higher client satisfaction**.
- **IGNITE** – Partners who consistently create opportunities, mobilize colleagues, and embed a structured BD rhythm. Firms that fully adopt this model see **up to 20–30% uplift in revenue generation per partner**, driven by stronger pipelines, higher conversion rates, and more cross-selling practices.
- **UNITE** – Cohesive, collaborative, and accountable groups delivering improved client outcomes and retention. Enhanced team cohesion translates into **increased client longevity** (reducing churn by 10–15%) and improved leverage, allowing partners to scale their practices profitably while sustaining margins.

Collectively, these programs can deliver a tangible return on investment within 6-12 months.

Core Modules

- **ASCEND** – The Associate Mindset | Resilience & Energy | Communication, Feedback & Delegation | AI & Future-Readiness | Optional 1:1 Coaching
- **IGNITE** – Discovery | Design | Deliver | Develop | Optional 1:1 Coaching
- **UNITE** – Discovery | Core Workshop | Online Boosters | Optional Coaching | Team Activation Lab

Program Components

All three programs blend structured modules, peer collaboration, and reflective practice with optional tailored coaching. Formats include **in-person workshops, virtual boosters, self-reflection tools,** and **applied labs.** Each program is scalable and tailored to the unique challenges of international law firms.

Methodologies & Anchors

- Google's Project Aristotle (team effectiveness)
- Patrick Lencioni's Five Dysfunctions of a Team
- Rainmaker Genome Project (1,769 partners, 23 global firms)
- SCARF Framework (David Rock)
- Tony Schwartz's Energy Model
- Extended DISC® psychometrics
- LegalTech/AI Labs
- Behavioral science of habit formation and accountability

Why Us?

Our team combines the expertise of a senior lawyer with top-tier law firm and in-house experience and a C-suite HR & L&D professional with more than a decade of leadership experience at a leading international law firm. Both are seasoned executive coaches, members of the EMCC European Mentoring and Coaching Council, with deep expertise in law firm psychology, communication, and business development, enriched by an insider's perspective on the legal industry and the emerging role of legal AI. They understand the pressures of modern legal practice and deliver programs that drive measurable impact - **helping firms to reach the next level by boosting profitability, retaining talent, and securing sustainable growth.**

Program Comparison Overview

	ASCEND	IGNITE	UNITE
Target Group	Associates (2–6 PQE)	Partners	Senior Associates & practice groups
Duration	4–6 months	8–12 weeks	Flexible modular phases
Format	Blended: workshops, boosters, peer triads, reflection tools, coaching	Self-assessment, diagnostics, workshops, boosters, coaching	Surveys, workshops, boosters, optional coaching, team labs
Core Modules	Associate Mindset Resilience & Energy Communication & Delegation AI & Habits	Discover Design Deliver Develop Optional 1:1 Coaching	Discovery Core Workshop Online Boosters Optional Coaching Activation Lab
Key Outcomes	Resilient, commercially minded associates with advisory skills	Partners with structured BD rhythm, stronger revenue generation	Collaborative, accountable teams delivering stronger client outcomes
Methodologies	SCARF framework Energy Models AI/LegalTech Labs Immunity to Change	Rainmaker Genome Project Simulations CRM & LinkedIn integration	Project Aristotle Lencioni Extended DISC® High-performance models

Thank you!

To learn more about Legalis, please visit our website at

www.legalisglobal.com

or contact:

Zsofia Varnai, Consultant & Executive Coach

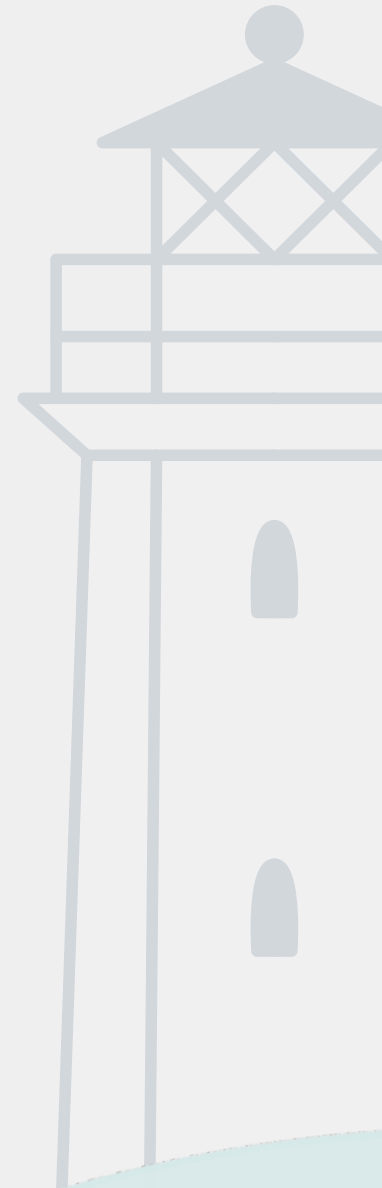
zsofia.varnai@legalisglobal.com

Ellen Hayes, Managing Director

ellen.hayes@legalisglobal.com

Anita Monus, Operations Director

anita.monus@legalisglobal.com



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