



**BRIDGING THE
GENERATIONAL DIVIDE
EFFECTIVE MANAGEMENT
STRATEGIES**

For Law Firm Partners



THE PANDEMIC AMPLIFIED GENERATIONAL DIFFERENCES

The generational divide among attorneys, which has long been a pain point, was further amplified by the pandemic. Differences in values, priorities, ways of working, managing relationships, and approaches to productivity can be a source of frustration, but also serves as an opportunity to build a stronger and more inclusive legal team.



OVERVIEW

In this course, you will learn the skills and strategies needed to effectively manage attorneys from different generations, including baby boomers, Gen Xers, millennials, and Gen Zs. You will gain insight into the values, motivations, and work styles of each generation and how to leverage them to enhance your team's productivity and morale.

Upon completion of this course, you will be able to:

- Understand the generational differences and how they impact the legal workplace
- Communicate effectively with attorneys from different generations
- Tailor your management style to each generation to maximize team performance
- Identify the motivators and drivers for each generation and develop strategies to motivate multi-generational teams
- Develop career development and mentorship approaches that meet the needs of all attorneys
- Create an inclusive and productive team that maximizes the strengths of each generation

TOPICS COVERED INCLUDE

- ✓ **Understanding Generational Differences among Attorneys**
 - Overview of generational differences and how they impact your law firm
 - Key characteristics, values, and expectations of baby boomers, Gen Xers, millennials, and Gen Zs
 - Challenges and opportunities of managing intergenerational teams
- ✓ **Communication Strategies for Managing Across Generations**
 - Effective communication skills for bridging the generation gap
 - Overcoming generational communication barriers
 - Tailoring communication to different generations
- ✓ **Leadership and Management Styles Across Generations**
 - Overview of different leadership styles preferred by each generation
 - Aligning management styles to different generations
 - Flexing your management style for optimal team performance
- ✓ **Motivating Attorneys from Different Generations**
 - Identifying the motivators and drivers for each generation
 - Strategies for motivating multi-generational teams
 - Fostering a culture of collaboration, inclusivity, and engagement
- ✓ **Career Development**
 - Developing a career path for attorneys from different generations
 - Mentoring and coaching attorneys from different generations
- ✓ **Building an Inclusive and Productive Team**
 - Strategies for creating a diverse and inclusive team
 - Tools for managing and resolving intergenerational conflicts
 - Maximizing team performance across generations

COURSE APPROACH

Course Audience

This course is designed for law firm partners and senior leaders who manage attorneys from different generations. It is also suitable for HR professionals who want to understand and address the challenges of managing intergenerational teams in a law firm environment

Course Duration

This course can be taught in various durations depending on your law firm's needs including a 1-hour per-week (for four weeks) live online Leadership Lab, a 1-hour live online crash course, or a 2-hour in-person workshop.

Please contact us to tailor the course to your needs.

Course Format

This course is delivered through a combination of lectures, group discussions, and interactive exercises. You will also receive summaries of key concepts and practical tools for managing attorneys from different generations.

YOUR TRAINER



Layli Miller-Muro, JD, MA

As a lawyer for over 25 years, Layli has had careers in Big Law (Arnold & Porter), the US Department of Justice, and as CEO of a national legal services organization. Layli has led and managed diverse teams with an advocate's emphasis on harnessing innovation and creativity, as well as with a management lens to organizational unity and efficiency. As CEO, she led a \$24M organization in a DEI strategy that shifted the leadership from 6% to 56% BIPOC (Black, Indigenous, and People of Color). Layli led the implementation of award-winning inclusive facilitation, management, and decision-making techniques, which resulted in the organization winning the Washington Post Award for Management Excellence and being highlighted in the Social Stanford Innovation Review. Layli was named by Goldman Sachs as one of the Top 100 Most Intriguing Entrepreneurs and by Newsweek Magazine as one of the Top 100 Most Fearless Women in the world.

As a consultant, Layli works with purpose-driven leaders and companies working to operationalize their values.

DATES AND PRICING

Leadership Lab

SAMPLE SCHEDULE (1 meeting per week)

Day 1, 12:30-1:30 pm EST

Day 2, 12:30-1:30 pm EST

Day 3, 12:30-1:30 pm EST

Day 4, 12:30-1:30 pm EST

INCLUDES

- Up to 20 people
- Specifically tailored to your law firm dynamics
- Pre-meetings with relevant staff to understand law firm needs and goals
- Law-firm relevant workshop exercises to support the cohort in continuing to work together to enhance their workplace
- Optional 30 min confidential 1-on-1 coaching session per attendee

✓ **\$35,500 (+\$5,000 if training is provided in-person)**

Workshop

- 2 hrs live online
- Up to 20 people
- Specifically tailored to your law firm dynamics
- Pre-meetings with relevant staff to understand law firm needs and goals




✓ **\$19,500 (+\$5,000 if training is provided in-person)**

Crash Course

- 1 hr live online
- Unlimited number of attendees
- Pre-meetings with relevant staff to understand law firm needs and goals

✓ **\$12,500 (+\$5,000 if training is provided in-person)**

CONTACT

-  *Miller-Muro Consulting LLC*
-  *layli@millermuroconsulting.com*
-  *202-556-1928*