

Story Consulting and Coaching

Leadership and Learning for the Legal Professions

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Leadership Programs
CLE/CJBE Workshops
Strength-based Strategic Planning
EQ Assessment and Coaching

Train the Trainer
Change Initiatives
Conference Presentations
Individual Coaching (CLE credit)

I facilitate customized interactive, experiential programs based upon cutting-edge research and practice in leadership development and learning that promote:

- participants' own personal growth and professional development through increased self-awareness, reflection, and application of learning
- greater professional success and satisfaction
- closer relationships among participants through greater appreciation of our strengths and our similarities and differences
- organizational development and member engagement

Organizational Clients: bar associations, court systems, National Advocacy Center

Individual workshop sessions include:

- **Thriving in our Profession: Resilience Strategies for the Bench, Bar, and Boardroom.** Combining research regarding attorney personality traits, adaptation to change, neuroscience, positive psychology, and leadership studies, this presentation guides participants through strategies and techniques to enhance resilience, success, and satisfaction in the practice of law and on the bench.
- **Giving and Receiving Effective Feedback.** Many judges, attorneys, and legal managers find it difficult to give and receive constructive feedback that can lead to real behavior change, although everyone agrees that feedback is essential to becoming an effective professional and an organizational leader. In this hands-on workshop, we practice proven methods for greater success.
- **Learning Styles and Team Success.** Using the Kolb learning circle, we come to understand how our own preferred learning and decision-making processes affect our performance, including how we work on teams. Optional: Participants take the Kolb Learning Style Inventory online prior to this workshop or at the workshop.
- **Developing Authentic Leadership.** Based on the research that shows that leaders are made, not born, and that our own life stories define and inspire our leadership more than any set of traits, the session includes an exercise that allows participants to reflect upon their own life experiences and implications for developing as authentic leaders within the legal profession and judicial branch.
- **Mentor Training.** Mentors need to be experienced colleagues who are a source of information, assist with trouble-shooting, and serve as role models during the stressful time of transition to a new professional role. Participants learn to identify key elements of effective mentoring relationships and develop a mentoring action plan. For mentors only or mentor-mentee pairs.

- **Leveraging Signature Strengths.** Using the Values in Action (VIA) Inventory, participants learn how to employ their signature strengths to give purpose and meaning to day-to-day legal work and to meet difficult challenges. They also develop an action plan for greater engagement and resilience.
 - **“The Level Playing Field”.** A powerful experiential exercise of privilege in our culture to gain a deeper personal and professional understanding of equality and access to justice. This exercise examines personal and societal privilege through the issues of race, ethnicity, gender, religion, sexual orientation, disability, and economic status. Limit: 30 participants per session.
 - **Immunity to Change.** An experiential exercise examining our attempts at personal change, including our commitments to change, behaviors that get in the way of our commitments, our hidden or competing commitments, and our Big Assumptions that prevent us from achieving the change we seek. Participants reveal their own and the organization’s immunity change system, and develop an action plan.
 - **Creating and Delivering Effective Presentations.** In this hands-on, interactive workshop, we explore strategies that will improve any presentation and keep the audience interested and engaged. Topics include adult learning, effective teaching strategies, curriculum development, use of technology, and handouts.
 - **Generational Differences in the Workplace.** How do we recruit Gen Y? How do we retain Gen X? How do we keep Baby Boomers engaged? How do we help Matures leave a legacy? In this session, we look at how generational differences affect how we relate to other people and what we can do to more effectively understand and communicate with our colleagues, employees, and constituents.
 - **Leading with Emotional Intelligence: Developing Teamwork for Success.** What does the recent research on emotional intelligence tell us about lawyers and judges? How can we increase our EQ to be more effective, productive, and happy? The session includes relevant research findings and implications for the work of attorneys, judges, and leaders of any size organization.
 - **Designing your Developmental Network.** Effective leaders have a diverse network of contacts, mentors, and sponsors, and create a personal board of directors to be sure they do the right things for the right reasons. They also understand the key concept of “reciprocity”: identifying and delivering on what you have to offer. Participants complete a Network Mapping Exercise and leave with a personal Network Action Plan.
 - **Law and Literature/Experiential Learning Opportunity.** After reading a work of fiction, attending a performance, or visiting a museum, memorial, or agency, we process the experience regarding its implications for ethics, justice, decision-making, leadership, vision, teamwork, commitment, endurance, and/or legacy.
 - **Strength-based Planning.** Through interactive exercises and dialogue, stakeholders collectively identify what is working in the organization and move this success into all aspects of the organization.
- ✓ Over 25 years experience in counseling, education, and law
 - ✓ Adjunct faculty for DOJ Office of Legal Education Justice Leadership Institute
 - ✓ Trained facilitator for the University of Pennsylvania Resilience Program
 - ✓ Certified facilitator for the Immunity to Change Exercise
 - ✓ Certified consultant for the EQ in Action Profile
 - ✓ First Coaching Program approved for CLE Credit in Tennessee/USA
 - ✓ Served as adjunct faculty in leadership at three graduate institutions