

We Are **Legal Career Strategists.**

We Know **Law Firms.**

We Understand **The Legal Market.**



Our team of career coaches is made up of former practicing lawyers and law firm partners, talent management, career development and recruiting professionals. Drawing on our deep experience of lawyer coaching and legal career counseling, we provide practical advice for lawyers who are faced with a career transition or a job search.

We work one-on-one with lawyers to help them develop and work through their job search strategy. Our team has coached countless attorneys who have successfully transitioned to roles in law firms, in-house, government, public interest and academia, as well as setting up their own legal practices or moving outside the legal sector.



We make it our business to **stay up to date** with the dynamics of the **legal job market.**

Wherever you are— geographically and in your career—we help lawyers at all levels look for and transition into their new roles.

The partners, counsel, associates and other legal professionals we support come from law firms across the Am Law 200 and beyond—from BigLaw to boutique. They live and work in global legal centers, such as New York, Los Angeles, Chicago, San Francisco, and Washington, D.C., in major cities around the U.S., such as Seattle, Portland, Boston, Philadelphia, Dallas, and Miami, and other cities as geographically diverse as Rochester, Tallahassee, Dayton, and Grand Rapids.

We believe that there is a job out there for every lawyer that can bring **career fulfillment.**

What Makes Us Different: Our Process

We understand that everyone has a unique story to tell. We take the time to understand what makes you tick and what's important to you in terms of your career. Our process includes the following key phases:



VISION

First, we explore your career path and your professional (and personal) choices that have shaped your career to date. Using assessments and tools, we can help you understand your motivations and identify, refine, and implement your new career goals, both near- and long-term, and the potential career tracks to explore further.



NETWORKING

We provide you with tools to help you leverage your relationships to create strategic opportunities. These skills will help you succeed not only in your job search, but throughout your career as you build, nurture, and strengthen your relationships moving forward. Many of our clients continue to successfully build business by using the networking skills they learn and practice with us.



NARRATIVE

We help you develop a job search strategy based on your strengths, skills, values, geographic parameters, goals and interests. Together we can devise a career narrative that will enable you to market yourself to employers effectively and authentically.



INTERVIEW + OFFER

We are interviewing experts and provide intensive coaching prior to each interview, whether formal or informational. Our extensive interview database will prepare for just about every likely scenario, whether your interviews are more traditional, or competency based. We can then guide you through your offer negotiation, the decision process of accepting or declining an offer and choosing between multiple offers.



OPPORTUNITY

We can talk about what's going on in the market in the industries relevant to you. We also help you to identify open job postings, discuss how best to work with legal search firms and recruiters and strategize with you about exploring the "hidden job market."



SUPPORT

Your time with your career coach doesn't end once you sign the dotted line. We offer coaching around starting your new position and setting yourself up for success in your new role.



BRAND

We work closely with you to develop and enhance your professional brand. With our guidance, you will draft compelling resumes, cover letters and, when appropriate, business plans. We can also advise you on specific application processes, including those used by federal, state and local government agencies and for in-house positions.

For more information, please visit us at
www.voltapeople.com/outplacement
www.voltapeople.com/career-design-career-coaching

If You Are a...

Junior or Mid-Level

The prospect of a lateral move early in your career can feel disorienting. If the last time you interviewed was during OCI, we can help you challenge common assumptions about the job market.

Even if you have lateraled before and the market is hot, a good job search is thoughtful, strategic and intentional—ultimately, it is about more than calling a handful of search firms. We will help you to get focused, understand the lateral market and leverage the most effective mix of job sources for you—recruiters, job boards and networking.

A successful job transition is also underpinned by how you frame your experience. Focusing on your strengths and “what went right” so far in your career is an important first step. We will help you find ways to stay motivated and to take control of your career narrative.

We can demystify the job search process and help you leverage your strengths, skills and interests for your next role.

Senior Lawyer

Whether associate or counsel, making a smart move as a senior lawyer is crucial. The more senior you are, typically the less helpful search firms can be. You need an independent, objective career expert who can talk through the dynamics of a senior-level job search and the latest developments in the legal industry and how they impact your career goals.

You have skills, expertise and experience. Let us help you clarify and articulate your value proposition. And, as you conduct your job search, take the opportunity to hone your networking (and, if you are staying in private practice, your business development skills) to set yourself up for success.

We can help you optimize your job search through strategic networking.

Partner

We have significant experience working with law firm partners in transition and can offer counsel on your unique needs. Depending on market conditions and your practice area, it can be a long process, often taking several months. We help you to take control of the process. You are used to hard work, but the job search process needs consistent engagement—it can be challenging and time-consuming. Even if you were a lateral, you may not have had to drive the process yourself the way you will need to now. We help you get into action, keep moving and stay focused.

Storytelling is at the heart of what we do—we tell you stories to illustrate how the process works—you tell us stories reflect what you bring to the conversation. We talk through how to have those conversations and how to deal with the negative emotions that you may experience. We will look to understand what you want for yourself and your life.

We have been repeatedly told that our process for a partner job search—with an emphasis on strategic networking—helps partners to become successful at their next firm and to build their business.

Questions?

Please contact Nancy Carver at
202.821.9358
nancy.carver@voltagepeople.com