



Monday Monday

Connecting the Dots with Karen Kaplowitz



*Helping you create and reinforce the habits of successful career building,
gleaned from my work as a business development strategist, trainer and coach*

Volume 8, Issue 12

June 9, 2014

Reinvigorating a Stalled Career. Many circumstances lead people to feeling stalled in their careers. Major matters end; clients retire or change jobs; firms invest in new talent like younger lawyers and hot new laterals; the economy changes or the laws change, rendering a particular practice area less active. Some people consider obvious quick fixes, like making a lateral move. Before doing anything as radical as changing firms, consider these options:

- Have you reviewed what made you successful in the past? Can you replicate your own successful strategies? See more on this subject [here](#).
- If you are involved in a major matter, can you carve out some time to plant seeds for new work or new relationships to anticipate the inevitable void when your major matter ends?
- Are you consistently meeting your clients' subordinates and colleagues, in the law department and on the business side, so if your people retire or change jobs you still have access to decision makers? See more [here](#).
- If younger lawyers who are adept at social media are dominating the most interesting business development initiatives in your firm, can you team up with them, a "reverse mentoring" concept encouraged by Lauren Rikleen in her new book on millennials, *You Raised Us - Now Work With Us*?
- If your specialty has become a lower paid commodity practice, can you carve out a niche that is less of a commodity?
- If your specialty is no longer in demand, can you retool even if that means you have to rebuild your reputation and experience in a new area?

If you need to reinvigorate your career, consider whether taking these kinds of steps will be easier among lawyers you know well or in a new environment with new people.

Example: In a newly formed industry practice group, a seasoned partner invited two younger lawyers to team up with him to develop work from a company to which a former client had moved. One of the younger lawyers belonged to a minority bar association where she had met an in-house lawyer at the company. The partner recommended that the other younger lawyer join an industry trade association. The younger lawyer agreed to do so and reported that he wanted to become active on a committee addressing privacy issues arising from social media in the industry which was likely to attract other young professionals. The partner offered to call a leader in the trade association to smooth the way for the committee assignment. The three lawyers then mapped out a plan to start building their firm's relationship with the prospective client. The partner congratulated his former client on his new job. When his former client invited him to lunch, the partner suggested that they meet at the company first so he could meet the client's new colleagues, including his assistant. At lunch, the partner proposed to the client that they get together again, with their respective younger colleagues who knew each other from the minority bar association.

If you need to reinvigorate your career, can you build on your own successful strategies and relationships with help from new people and new ideas?