



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*

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What Can You Do to Make Progress?

This has been a jarring and taxing year so far. A lot of change, disruption, and stress. If you are feeling stuck and looking for new ideas or inspiration, here are some questions to consider:

- Are you taking breaks to recharge your batteries? Daily walks or staycations to break the routine and add some fun?
- In team meetings, do you ask each person to share something positive, whether business or personal, to set the stage for a more positive meeting?
- Have you analyzed what is getting in the way of your being more productive?
- Have you identified which of your strategies have been most effective in giving you opportunities to connect individually with significant clients and colleagues?
- Are you relying on mass emails from your firm to convey COVID client alerts to your contacts? More mass emails are hitting everyone's inboxes. Consider the quantity and frequency from your firm and perhaps reduce them and mix them with more personalized emails.
- Have you asked your clients to tell you their preferences for communication? Time of day? Best platform to use? Taking the time to do this will improve the lag time in back and forth communications.
- Have you adapted to new ways to network during the pandemic? More and more people and organizations are realizing virtual/video meetings fill some of the gaps we all face.
- Have you reinforced relationships with key mentors and sponsors? Make time to reach out to a number of these people on some regular basis. Remember they are in the same boat as you, facing the same frustrations. A friendly call is more welcomed today than ever before.
- Do you include peers as mentors?

The pandemic has forced us to re-imagine how we collaborate, network, and stay productive. Are you giving yourself the opportunity to consider new strategies to accomplish familiar tasks?

Example: One senior associate who thought he was on track for partnership consideration was concerned that the pandemic had disrupted his partnership chances. He was still busy and sought after and did not want to appear ungrateful by questioning partners about his partnership prospects. After hearing from several friends in the firm who were in the same position, he organized a peer mentor group with three senior associates from other practice groups to meet monthly on Zoom. They each had 20 minutes to share their successes and their challenges. They agreed to report on each other's successes within their respective practice groups and circles to increase each other's visibility in the firm. They also brainstormed on addressing their challenges. Periodically, each one invited one of their more senior mentors to join a session to share insights, and to meet their peers about whom they had heard so much. When the firm announced it would cut back on partnership decisions in 2020, they knew their peer mentor group would help them stay more solidly on track for partnership in 2021.

Are you looking for new ways to keep your career on track despite the challenges of the pandemic?

Thanks to [Deborah Munster](#) of Working Mother's Diversity Best Practices for her guidance on the effectiveness of peer mentoring groups.