Winning the War For Talent: Finding, Developing, and Keeping Future Firm and In-House Leaders

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J. Nathan Cole
Kenney & Sams, PLLC
Boston, MA

Kersten Holzhueter
Spencer Lane LLP
Kansas City, MO

Kendria Taylor, M.S.
TG8 LLC
Arlington, TX

Winning the War For Talent:
The Art of Listening

- 5-Circles
- 3-Triangles
- 1-Half Circle
- 2-Lines
- 3-Periods

Winning the War For Talent:
Top 10 Lessons For Building Future Leaders

1. Be inquisitive.
2. Listen and adapt.
3. Be proactive.
4. Be patient.
5. Be candid.
6. Allow imperfection.
7. Empower.
8. Be humble.
9. Find opportunities to grow.
10. Expand formal leadership roles.

Winning the War For Talent:
Reflection Throughout the Associate Life Cycle

- **Scaling Questions** *(Encourage Achievement)*
  → How confident are you that you can successfully complete this project/task? Why or why not?

- **Future-Oriented Questions** *(Open to Alternate Behavior)*
  → What do you think you could accomplish if you had additional tools?

- **Observer-Perspective Questions** *(Promote Self-Observation)*
  → What do you think was successful, and what could have been improved?

- **Miracle Questions** *(Highlight Hypothetical Solutions for a Positive Future)*
  → Suppose your skills at an average level are now at an expert level. How would it impact your daily tasks?

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