NEW YEAR, NEW ME: HOW DO I RECESSION PROOF MYSELF?

Tuesday, Feb. 14th, 2022 | 5pm GMT/ 12pm EST

NEW SKILLS & PRO DEV OPPS

For the new year, many are looking to develop new skills, knowledge and certifications in such areas as Microsoft Teams, Smartsheet certifications, generative AI, business intelligence and analytics. Another excellent way to stay current on skills and opportunities is by attending conferences and listening to free on-demand resources from conferences and associations.

"I'm loving business intelligence and analytics at the moment. Gimme the data!!"

SKILLS TO PLAY "FREE SAFETY"

FREE SAFETY in American football is a defensive player who has no particular receiver to cover in a man-to-man defense. Likewise, a "free safety" in legal operations and project management is someone who can cover multiple aspects of the delivery of legal services. Last person standing, so-to-speak

"Coming from a different side (I focus on innovation), but you have to be both. You need to have a couple areas you go deep, but also need to pay attention to "the whole field" to pitch in with info/help as needed. Other-wise, you'll only get "called in" at the end!"

"I think free safety is an awesome analogy, and I find myself having to spread across so many areas of knowledge. So generalist it is for me!"

"It feels like what I want is to be a specialist, but the reality is that what I need for my job is to be a "specialized generalist" where I can go deep as needed on something (and have), but also can dive in on anything as needed."

BECOMING MORE PROACTIVE

One of the best ways to become more proactive is to listen and communicate to see if you can meet their needs.

"I think once you gain some buy-in, then you get brought in earlier to help sort things out. It takes time, patience, and dedication to baby steps in change management."

"Am I able to anticipate (and meet) the project and client needs?"

"Besides the [cross functional] group [sharing]…, I also try to listen and not say no, but instead say 'Let me ask around and get back to you.' Maybe I can't solve your problem, but I bet I know who CAN. That builds trust. Every-one remembers a no, or a a helping hand."

"If someone knows you're helping them, they remember. Does it work every time? No. Is it exhausting at times? Yes. But I've been able to build a network of like-minded people and we can get information back and forth pretty easily now as needed to solve problems."

INVESTING IN RELATIONSHIP BUILDING

Building relationships is essential, not just with partners but also with support staff. Some ways to build these relationships are to host events (make it fun!), like parties, have one-on-one meetings, and arrange monthly small group meetings. Always consider how you can help others.

"The most exhausting way possible- one meeting at a time, usually one on one/with our team and another team. We're spread across multiple states, and it's the "cheap" way to build it. Also, help out if you can with anything. IF YOU CAN. People remember."

"We have monthly meetings with our local office department resources (similar to what Erik mentioned) to get on the same page and learn about each other more. I've also been proactive in building these relationships outside formal meet-ups by just keeping in touch."

"I think the simple question "How can I help" goes a long way in developing real and trusted relationships."

HUMBLE BRAGGING

"Listen to other people/talk to them. I've put together a group with at least one person from each admin department in our firm and we meet monthly to just discuss projects/problems we have. I now have a ton of projects just due to the increased visibility."

"Where are our braggers? Crickets out there for this question. Is this one of the symptoms or positive traits of an LPM?"

BE INDISPENSABLE

"If everyone knows they can come to you for help/to solve problems/if they have a question, you are now indispensable because everyone is counting on you. Does that mean you do it all yourself? No, but you can be a "knowledge broker."

"Knowledge Broker is perfect. I feel like my role in LPM is so much collaboration and bringing people together to solve problems."

QUOTE OF THE DAY: *"I think the simple question "How can I help" goes a long way in developing real and trusted relationships.*