

Maximize Your Law Firm's Potential With Your Comprehensive Attorney Wellness, Diversity & Coaching Program.

Happier attorneys with better health are more confident, less likely to miss work or leave their job¹. [Confident](#) lawyers bring in better clients who stay longer and pay better.

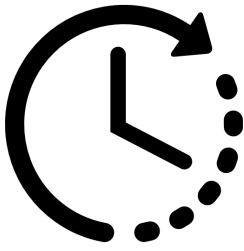
Practice can be easier.

Conversely, under-represented lawyers often feel left out and not valued, suffer from 41% more stress and lower self confidence. Lawyers with high stress are at greater risk of depression, self harm, [attrition](#) and likely to consider suicide [22% more](#).

Wellness, diversity and inclusion at your firm aren't just a "good cause" or trendy buzzwords, but vital drivers of your firm's viability, relevance and revenue growth. Period.

Generating more revenues and keeping your legal staff healthy and in place with a thriving and diverse culture is easier than you think.

¹ American Psychological Association APA Survey Finds Feeling Valued at Work Linked to Well-Being and Performance. [(accessed on 5 August 2021)]. Available online: <http://www.apa.org/news/press/releases/2012/03/well-being> [Ref list]



You don't have time to figure this out. It's not your role. You don't need to have it all figured out. All you need is an intentional, comprehensive, tailored wellness and coaching program that creates efficient, effective, business-minded, happy, healthy lawyers and staff giving you a thriving culture and a booming income stream.

- Are you struggling to retain your top talent and keep your employees engaged and motivated?
- Is your firm challenged to attract diverse, top talent and create an inclusive work environment?
- Are your lawyers less efficient and not billing enough and feeling overwhelmed, stressed, or burned out? Maybe they're even considering suicide as an option?
- Do you want/need to foster a more positive, diverse and collaborative workplace culture?
- Are you looking to help your lawyers grow and develop their business skills, selling skills and abilities and confidence?
- Do your lawyers make comments leading you to believe they are trapped and unhappy?

We all know how costly it is to a law firm when lawyers leave and need to be replaced. There are **recruiting costs** to find an adequate replacement and **training costs** once a new lawyer is hired. There are **productivity costs** when a lawyer's workload may need to be redistributed among the remaining lawyers, which can result in decreased productivity and longer hours for everyone involved.

This can also cause delays in delivering work to clients, which can **damage the law firm's reputation** and result in **lost business**. Lastly, there is **institutional knowledge loss** which a lawyer takes with them when they leave a firm, making it more difficult for the remaining lawyers to serve clients effectively and efficiently.

Did you know?

- Associate attrition rates are close to 25%. Attrition of minority lawyers is at 34%.
- For every 20 lawyers hired in a firm, 15 lawyers leave within 6 years.
- Lawyers who reported high stress levels were 22 times more likely to experience thoughts of suicide than lawyers with low stress.
- Job stress costs U.S. employers more than USD 300 billion annually and may cause 120,000 excess deaths each year.
- Unhappy lawyers may stay at their firm, but work inefficiently and contribute to toxic cultures where the inefficiency spreads, reducing billables..
- Law firms can get “canceled” for lack of diversity, thereby losing business and clients and revenues.
- Underrepresented lawyers are likely to have more mental health disorders leading to alcohol abuse and anxiety, such as those who experience [microaggressions](#).

Benefits:

Maximizing your firm's potential is easier than you think. You don't have to spend money and hire a full-time Wellness and Coaching Director. That's not your role and you don't have time for it. Our outsourced Effective Thriving Attorney Wellness & Coaching program solves your retention, diversity and revenue challenges. We develop & deliver a comprehensive, tailored wellness & diversity plan for your firm and each lawyer, including, but not limited to:

- 1 to 1 coaching sessions to tailor the learning and growth
- Diversity, mentorship and Personal Brand development trainings
- [Emotional Resonance Factor](#)^(R) sales trainings
- Wellness activities to control stress, focus and foster mental and physical health
- Individual marketing plans for each attorney
- Trainings and strategies for managing transitions and processes



About Katy:

I'm an immigrant, a wife, daughter, sister, [non-profit founder](#), old dog and dark chocolate lover and lawyer. My expertise is not only in business development and branding, but in supporting lawyers to create a healthy and diverse work environment to allow them to generate more money and business, do their work more efficiently and effectively and do so in a healthy and diverse atmosphere where everyone feels supported and welcomed as an equal contributor to the overall success of the law firm.

What others are saying:

Why work with just anyone? Katy is a lawyer who has worked in a law firm and in-house. She is an expert executive coach, wellness researcher, DEI and wellness trainer and consultant who understands the harmony needed between the business side of running a law firm AND the humanity/human capital part of lawyering. Here's what her clients have to say about working with Katy.



"Katy has helped me completely restructure my business in a way that I could have never done alone." - **April M, Law firm owner**

"Thanks to Katy I have great insight into the one area I have struggled with...and that is how to "codify" outward my differentiated skill set as an attorney...and human being." - **Dave S, regional firm senior partner**

"...Many business owners miss that crucial part of running a business with another person. We are all human, we change as the years go by and we grow in different ways. If you do not acknowledge the growth and shift the relationship to allow for it, you are setting yourself, and your business up for failure! I am in awe at how quickly Katy can take a very tense situation and help each of us to understand the other in a way that allows for us to move past the issues and get back to what we are really trying to do, which is run a business! I cannot recommend her services enough! Money spent on Katy's services, whichever you choose to use, will be by FAR the best

money you ever invest into your business and yourself.” –Jennifer S, law firm owner

“I own a small employment litigation firm and knew it was time to take my business to the next level...I highly recommend Katy to anyone who is thinking about taking their business, their career or personal growth to the proverbial next level. You will not be disappointed.” –Lori C, law firm owner

Losing a lawyer can be a costly and disruptive experience for a law firm, both in terms of the direct costs associated with recruiting and training a new employee and the indirect costs associated with lost productivity, delays, and institutional knowledge loss. By investing in initiatives that promote diverse, healthy employee retention and engagement, such as our Effective Thriving Attorney Wellness & Coaching Program, law firms can reduce the likelihood of losing valuable employees and the costs associated with employee turnover.

Ready for Success & An Easier Practice?

Every law firm and lawyer are unique and different. To get answers and a tailored plan just for your law firm, schedule a free [Deep Dive Assessment with Katy](#) and together we can craft the best method to get your law firm moving forward to success.