

WORK THAT Works

with Charlene Theodore

REVERSE MENTORING CHEAT SHEET

Episode 3 of the Work that Works podcast names **reverse mentoring** as the number one way to create an equality of perspectives and to give new lawyers an appreciation of and a sense of ownership about their work.

What is Reverse Mentoring?

A flipped approach to mentoring, where leaders and senior managers stay in touch with their organizations and the outside world by exchanging expertise and ideas with other professionals who represent different perspectives and levels of experiences.

What are the Benefits?

- ✓ Helps flatten hierarchies in the workplace
- ✓ Builds a leadership pipeline
- ✓ Enhances diversity initiatives
- ✓ Drives innovation
- ✓ Creates unique learning opportunities
- ✓ Workplace engagement
- ✓ Cross-generational skill transfer and development
- ✓ Strengthens workplace law loyalty

How to Make it Work for You & Your Law Firm?

Click here to view the helpful chart on page 2 ➤

Helpful Resources/Recommended Readings

For additional thoughts and perspectives stemming from the podcast discussion, we have identified the following complementary reading and resources:

[It Makes No Sense: Why Law Firms Fail At Retaining Millennials](#)

[5 Key Insights from “The Millennial Exodus from Law Firms”](#)

[An Exodus Explained: Millennials at Law Firms](#)

[Resetting Your Priorities: How Can You Be A Happier Lawyer?](#)

How to Make it Work for You & Your Law Firm?

WHAT TO DO	WHO SHOULD DO IT	TIPS
1. Identify an area of your practice/the profession that you're looking to learn more about	<p>A senior leader who may want insight in an unfamiliar area</p> <p>A junior lawyer looking for insight on how the firm operates</p>	<ul style="list-style-type: none"> ➤ Consider what you would want to get out of the relationship, what specific skills do you want to learn, what knowledge, skills and experience can you provide ➤ Don't restrict yourself to people of the same gender or who have similar backgrounds; the point is to learn from people who are different from yourself
2. Identify a lawyer or team member with whom to work	<p>A senior leader looking to close a generational gap, or gain insight into a particular area of interest would reach out to a junior lawyer who has the experience or knowledge to impart. <i>(In this case, the senior lawyer would be the mentee, and the junior lawyer would be the mentor)</i></p> <p>A junior lawyer looking for insight on the business, firm operations or career advice would reach out to a senior leader. <i>(In this case, the junior lawyer would be the mentee, and the senior lawyer would be the mentor.)</i></p>	<ul style="list-style-type: none"> ➤ Choose a partner who offers skills and knowledge that you lack ➤ Ensure you have valuable insight to share too
3. Approach the lawyer and ask for their help	Mentee	<ul style="list-style-type: none"> ➤ Set clear expectations ➤ Make sure your goals are aligned
4. Determine when to meet/Establish a routine	Both mentor and mentee	<ul style="list-style-type: none"> ➤ Check in regularly to ensure that you are both happy with the relationship, and that you're getting the information you need
5. Respect one another/Create a trusting relationship	Both mentor and mentee	<ul style="list-style-type: none"> ➤ Empower one another – the idea is to push one another out of their comfort zones to try new ways of thinking and working, so trust from both parties is key ➤ Hold one another's confidences
6. Be open/Have a willingness to learn	Both mentor and mentee	<ul style="list-style-type: none"> ➤ Put the emphasis of the relationship on learning from one another ➤ Use, honesty, candour and tact when communicating, even when challenging subjects arise ➤ Recognize that there may be differences in preferred approaches to communication (e.g., newer generations may prefer instant messaging or emails over telephone and in-person meetings)